

- Q.29 What are the objectives of compensation?
- Q.30 Write a note on components of pay structure in India.
- Q.31 Explain the principles of governing wage and salary fixation.
- Q.32 Discuss individual incentive plan with its advantages.
- Q.33 Explain the need for fringe benefits.
- Q.34 What are the objectives of workmen's Compensation?
- Q.35 Differentiate between incentives and fringe benefits.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x10=20)

- Q.36 Elaborate the factors responsible for the success and failure of incentive plans.
- Q.37 What are the wages and salaries? Explain various objectives of wages and salaries.
- Q.38 Define fringe benefits. Explain various types of fringe benefits.

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Subject:- Compensation Management

Time : 3Hrs.

M.M. : 100

SECTION-A

Note: Multiple choice questions. All questions are compulsory (10x1=10)

- Q.1 PF/ gratuity is a part of _____ compensation.
a) direct b) indirect
- Q.2 Fringe benefits are _____ compensation.
a) base b) supplementary
- Q.3 Workers compensation Act was enacted in _____.
a) 1923 b) 1933
- Q.4 Compensation includes both financial and non-financial rewards. (True/False)
- Q.5 Hasley plan is not incentive plan. (True/False)
- Q.6 Wages represent _____ rates of pay.
a) hourly b) weekly

- Q.7 _____ are called payments by results.
a) claims b) incentives
- Q.8 Employee compensation is influenced by _____.
a) Labour market
b) Business Environment
- Q.9 A _____ must be fixed considering the general economic conditions of the country.
a) living wage b) fair wages
- Q.10 Is a systematic approach to providing monetary values to employees.
a) salary b) compensation

SECTION-B

Note: Objective type questions. All questions are compulsory. (10x1=10)

- Q.11 What are minimum wages?
- Q.12 Define 'workman' under the Act.
- Q.13 Write one disadvantages of piece wage system.
- Q.14 Write one objectives of compensation.
- Q.15 Define gratuity.

- Q.16 The quality of work may suffer in time wage system. (True/False)
- Q.17 Aggregate earning for a given period of time is known as _____. (Salary / wages)
- Q.18 Under ESIC, the employees contribution is _____% of gross salary. (4.75/1.75)
- Q.19 Define living wages.
- Q.20 Write any one fringe benefit.

SECTION-C

Note: Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 Discuss living wage with examples.
- Q.22 Explain the incentive scheme for indirect workers.
- Q.23 Explain Group or Team based Incentive Plan.
- Q.24 What are the objectives of fringe benefits?
- Q.25 Give the importance of incentive plan.
- Q.26 Difference between Rowan and Halsey method of payment.
- Q.27 Explain the advantages of time base wage system.
- Q.28 Differentiate between time and piece wage system.