

- Q.27 What factors determine the success or failure of incentive plan?
- Q.28 What are the objectives of workmen's Compensation?
- Q.29 Differentiate between individual and organization wide incentive plan.
- Q.30 Explain the concept of Minimum and living wages.
- Q.31 Write a note on Group or Team based Incentive Plan.
- Q.32 What are the objectives of fringe benefits?
- Q.33 Briefly explain the incentive schemes for indirect workers.
- Q.34 Write a note on Halsey method of payment.
- Q.35 Explain the advantages of piece base wage system.

SECTION-D

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

- Q.36 Define compensation. Discuss the nature and objectives of compensation.
- Q.37 Define wages and salary. Discuss in detail the principles of wage and salary management.
- Q.38 Why are fringe benefits important? Explain various types of fringe benefits.

No. of Printed Pages : 4
Roll No.

186754-I/126754-I/
106762-I

5th Sem / Branch : DBM/ DBM (IPM)

Subject:- Compensation Management

Time : 3Hrs.

M.M. : 100

SECTION-A

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

- Q.1 Salary is return for the efforts you put in the organization in
a) Non-monetary term b) monetary term
- Q.2 The important objective of fringe benefits is to:
a) To create and improve sound industrial relations
b) To demotivate employees
- Q.3 Employees' Provident Fund Scheme takes care of
a) Retirement b) Medical Care
- Q.4 PF/gratuity is a part of _____ compensation
a) direct b) indirect
- Q.5 Incentives depends upon
a) Productivity b) sales
c) both a & b

- Q.6 The remuneration system needs to meet the following type of equity
- internal
 - External
 - Individual
 - All of the above
- Q.7 Which of the following factor influence employee compensation?
- Labour market
 - Cost of living
 - Labour unions
 - All of the above
- Q.8 Wages represent ____ rates of pay.
- hourly
 - weekly
- Q.9 ____ are called payments by results.
- claims
 - incentives
- Q.10 ____ is a reward for long and meritorious service
- Gratuity
 - Fringe Benefits
 - Retirement benefits

SECTION-B

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

- Q.11 _____ are also called 'payment by results'. (allowances/incentives)
- Q.12 _____ is paid only at the time of employees exit after serving more than five years. (fringe benefits/gratuity)

(2) 186754-I/126754-I/
106762-I

- Q.13 Compensation is reward to the employee for their _____. (contribution to organisation / performance)
- Q.14 Minimum wages Act was enacted in _____. (1948/1949)
- Q.15 Wages are paid to the labour. (True/False)
- Q.16 Define indirect workers.
- Q.17 Define 'workman' under the Act.
- Q.18 Write one advantage of piece wage system.
- Q.19 Write one objective of fringe benefits.
- Q.20 Define fair wage.

SECTION-C

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

- Q.21 Write a note on provision in Worker's compensation act, 1923.
- Q.22 Differentiate between time and piece wage system.
- Q.23 What are the elements of wage and salary system?
- Q.24 What are the components of pay structure in India?
- Q.25 Explain the principles of governing wage and salary fixation.
- Q.26 Discuss individual incentive plan with its advantages.

(3) 186754-I/126754-I/
106762-I