

- 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.

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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

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Q.6 The remuneration system needs to meet the following type of equity

- a) internal b) External
- c) Individual d) All of the above

Q.7 Which of the following factor influence employee compensation?

- a) Labour market b) Cost of living
- c) Labour unions d) All of the above

Q.8 Wages represent ____ rates of pay.

- a) hourly b) weekly

Q.9 ____ are called payments by results.

- a) claims b) incentives

Q.10 ____ is a reward for long and meritorious service

- a) Gratuity b) Fringe Benefits
- c) Retirement benefits

SECTION-B

Note: Objective type questions. All questions are compulsory. $(10 \times 1 = 10)$

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)

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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. $(12 \times 5 = 60)$

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.

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