

- Q.23 What is wage fixation.
- Q.24 What are the different types of Compensation?
- Q.25 Write about team-based incentive plans.
- Q.26 What is the influence of monetary incentives on the employee's motivation?
- Q.27 Write in detail about various non-monetary incentives.
- Q.28 How many components are there in remuneration.
- Q.29 Distinguish between fair wages and living wages.
- Q.30 What are the challenges being faced by the organizations in designing compensation for employees?
- Q.31 What are the components of employees benefit?
- Q.32 What are the types of fringe benefits?
- Q.33 Write a brief note on current trends in compensation management.
- Q.34 What is the difference between wage and salary.
- Q.35 What are the forms of compensation?

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Explain the Principles of wages and salary management?
- Q.37 Explain in detail the provision of Workmen's Compensation Act, 1923?
- Q.38 Discuss in detail compensation management.

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5th Sem / 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 Incentives depends upon
- a) Productivity b) Sales
- c) Profits d) All the above
- Q.2 The following is paid only at the time of employees exit after serving more than five years.
- a) Perquisites b) Claims
- c) Gratuity d) Allowances
- Q.3 Which of the following factors influence(s) employee compensation?
- a) Labor market b) cost of living
- c) Labor unions d) All of the above
- Q.4 Basic Compensation given to employees as salaries or wages are called.
- a) Base Pay b) Wages
- c) Variable Pay d) Salaries
- Q.5 Special Allowance is a part of
- a) Direct Compensation
- b) Indirect Compensation
- c) Performance Compensation
- d) None of the above

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- Q.6 Under workmen compensation act employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workmen for a period exceeding _____ days.
- a) 2 b) 3
c) 5 d) 7
- Q.7 Under WCA 1923 who appoint the managing agent
- a) Individual Manager
b) Employer
c) Appropriate Government
d) Employee
- Q.8 Which of the below is not a part of indirect compensation
- a) Insurance b) Paid Leaves
c) Medical Assistance d) Conveyance
- Q.9 Wages of Security men in a production unit comes under
- a) indirect labor b) Direct labor
c) Miscellaneous cost d) None of the above
- Q.10 Performance-based annual bonuses are an example of
- a) Base salary
b) Short-term incentive plans
c) Long-term incentive plan
d) All of the above

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SECTION-B

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

- Q.11 Wages represent _____ rates of pay.
- Q.12 'A fair day work for fair day pay' denotes a sense of _____ felt by employees.
- Q.13 A _____ must be fixed considering the general economic conditions of the country.
- Q.14 In India, _____ wage is determined mainly for sweated industries. (Minimum/Fair)
- Q.15 The _____ criterion is usually regarded as an automatic minimum equity pay criterion.
- Q.16 _____ refers to monetary benefits offered & provided to employees in return for the services they provide the organization.
- Q.17 Compensation can be _____ benefits.
- Q.18 _____ is a systematic approach to providing monetary value of employees.
- Q.19 Compensation Management designs & implementing total compensation package with a systematic approach to providing value to employees in exchange for work performance. (True/False)
- Q.20 The purpose of compensation includes _____

SECTION-C

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

- Q.21 What is the objective of fringe benefits?
- Q.22 Write advantages of pay for performance.

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