

- Q.29 What is the difference between wage and salary?
- Q.30 Write a brief note on current trends in compensation management.
- Q.31 What are the challenges being faced by the organizations in designing compensation of employees?
- Q.32 Distinguish between fair wages and living wages.
- Q.33 Write a detail about various non-monetary incentives.
- Q.34 What is the influence of monetary incentives on the employees' motivation?
- Q.35 Write the features of a good compensation plan.

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Discuss the growing importance of compensation management in recent business scenarios.
- Q.37 Define Fringe Benefits. Explain its importance and objectives.
- Q.38 Explain the various steps in constructing Pay Structure?

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Roll No.

106762-I

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

Sub.: Compensation Management

Time : 3Hrs.

M.M. : 100

SECTION-A

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

- Q.1 Which of the following is the fixed component in compensation packages?
- a) Profit-sharing b) Base salary
c) Gain sharing d) Equity stock options
- Q.2 Managers never own complete responsibility for the all the decisions made by them since they are not the owner of the business is the assumption of
- a) Equity theory b) Expectancy theory
c) Agency theory d) Contingency theory
- Q.3 Wages usually adjusted for the prevailing rate of Inflation is called
- a) Real wages b) Fair wages
c) Minimum wages d) Living wages
- Q.4 Which of the following factors is not an external influencing factor in wages and salary administration?
- a) Cost of living
b) Labor legislations
c) Labor market conditions
d) Ability to pay

- Q.5 Which of these is a consequence of pay dissatisfaction?
 a) Strikes b) Grievances
 c) Turnover d) Job dissatisfaction
- Q.6 Which of these is a theory of remuneration?
 a) Reinforcement b) Labor Market
 c) Agency d) A & C
- Q.7 What is the alternate name for incentives?
 a) Gratuity b) Paid holidays
 c) Payments by result d) None of the above
- Q.8 What is the reason for downward communication to be ineffective?
 a) Distortions b) Procedures
 c) Filtering d) None of the above
- Q.9 What is the percentage of bonus received by a worker against the number of points earned?
 a) 50% b) 75%
 c) 25% 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

SECTION-B

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

- Q.11 The four categories of incentives are listed by _____.
 Q.12 _____ involves the perceived fairness of pay differentials.

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- Q.13 In Taylor's differential piece rate system an inefficient worker is paid only _____ of the piece rate.
 Q.14 The _____ refers incentives to variable pay.
 Q.15 _____ ensure that the employees get an income which is sufficient for meeting their present and future necessities and contingencies.
 Q.16 Providing equal pay for jobs of equal nature based on job evaluation ensures _____ in compensation administration.
 Q.17 Performance based annual bonuses are an example of _____.
 Q.18 _____ are variable rewards granted to employees according to variations in their performance.
 Q.19 Under WCA 1923 who appoint the managing agent _____.
 Q.20 Which of these is an internal factor influencing remuneration? (Business strategy / Society)

SECTION-C

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

- Q.21 Write a short note on pay for performance.
 Q.22 What do you mean by wage differential?
 Q.23 Write about group-based incentive plans.
 Q.24 What is the role perks in compensation.
 Q.25 What are the components of employee benefit?
 Q.26 What are the components of wages?
 Q.27 What are the different types of Compensation?
 Q.28 What is the objective of fringe benefits?

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