

**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?

O.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.**

No. of Printed Pages : 4 186754-I/126754-I/106762-I  
Roll No. ....

# **DBM**

## **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.  $(10 \times 1 = 10)$

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.  $(12 \times 5 = 60)$

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.