

## Unit 12: Compensation Management

1.

**Which is not an internal factor that influence compensation management?**

Business strategy

Society

Employee

Performance Appraisal

2.

**Which is known as the short-term version of classical wage theory?**

Subsistence theory

Wage fund theory

Surplus value theory

Theory of negotiated wages

3.

**Unionized employee can negotiate salaries.**

True

False

4.

**Which cannot be considered as a criteria of effective compensation program?**

Inequitable

Cost effective

Balanced

Adequate

5.

**What are the types of compensation system?**

Base pay

Benefits

Incentive pays

All of the above

6.

**\_\_\_\_\_ are the additional benefits offered to an employee, above the stated salary for the performance of a specific service.**

Incentives

Fringe benefits

Wages

All of the above

7.

**Paid holidays are the mandatory fringe benefits to be given to employees.**

True

False

8.

**Which theory of wages was propounded by John Davidson?**

Residual Claimant Theory	Surplus Value Theory of Money	Bargaining Theory of Wages	None of the above
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9.

In which type of wage, a worker gets remuneration according to his output irrespective of the time he takes in finishing his job?

Time wage	Piece rate system	Wage Incentive Plan	All of the above
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10.

Which cannot be considered as non-financial incentive?

Bonus	Status	Recognition	Employee Participation
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