**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2019**

**DHR 203: COMPENSATION MANAGEMENT**

**Time:3 Hours Total Marks:70**

*The figures in the right-hand margin indicate marks for the individual question.*

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1. Answer the following questions: 2x5=10

1. Fair wage is the wage which is above the \_\_\_\_\_\_but below the \_\_\_\_.
2. Write two components of wage and salary
3. Mention two time based individual incentive plans
4. Name two components of executive remuneration.
5. In which year the following acts were enacted:
6. The payment of wage Act
7. The Equal Remuneration Act

2. Match the following: 1x4=4

1. Fifth pay commission a. Adjudication
2. Industrial Tribunal b. 1996
3. Payment of gratuity Act c. 1976
4. Equal Remuneration Act d. 1972

3. Answer **any four** of the following questions within 100 words:

5x4= 20

1. Write short note on job specification?
2. What do you mean by sales compensation programs?
3. Discuss non financial incentives?
4. Define wage differential. What are the factors causing the wage differential?
5. Explain collective bargaining.

**P.T.O.**

4. Answer **any three** of the following questions within 500 words: 12x3=36

1. What are the factors influencing wages and salaries? Discuss.
2. What are the factors which influence the remuneration payable to the employees?
3. Discuss various types of allowances briefly.
4. Explain the theory of compensating wage differentials.
5. What are the machineries involve in regulation and fixation of wages? Explain.
6. Discuss in detail the formulation of wage policy in India.

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