**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION AUT 21 & SPR 22**

**DIPHRD /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. Match the following: **1x5= 5**

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| --- | --- |
| a. Intrinsic compensation | i. Adjudication |
| b. Job Enlargement | ii. Employees’ mental satisfaction |
| c. Job Enrichment | iii. Bonus |
| d. Individual Based Plans | iv. Horizontal Expansion of Jobs |
| e. Wage Fixation | v. Vertical expansion of work |

1. Choose the correct answer from the following MCQ. **1x3=3**
2. Wages are paid to the?
3. Employee
4. Labour
5. Manager
6. Board of director
7. Minimum Wages Act?
8. 1948
9. 1949
10. 1958
11. 1979

**P.T.O**

1. Compensation is reward to the employee for their?
2. Performance
3. Work
4. Contribution to organization
5. Smartness
6. Write Short note on- **3x2=6**
7. Direct Compensation
8. Living wage
9. Answer the following questions within 100 words. **(Attempt any four) 5x4= 20**
10. Explain the advantages of compensation plan.
11. Explain Job Analysis.
12. Explain the components of wages and salary.
13. What are the problems that usually arise while implementing an incentive plan?
14. Explain the system of payment of Dearness Allowance.
15. Discuss the factors which causes wage differential.
16. Answer the following questions within 500 words.

**(Attempt any Three) 12x3=36**

1. Discuss various types of incentive plans in India.
2. What are the factors that influence wages and salaries.
3. Explain in detail output-based individual incentive plans.
4. Discuss the steps in designing an effective compensation program.

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