**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2020**

**DHR 203: COMPENSATION MANAGEMENT**

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

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

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

1. Choose the correct answer from the following: 1x5= 5

1. Employees benefits are:
2. Performance based
3. Membership based
4. Experience based
5. Qualification Based
6. A well designed compensation benefits plan will benefit the

organization by increasing employee:

1. Job satisfaction
2. Absenteeism
3. Turnover
4. Job Enlargement
5. Intrinsic compensation covers:
6. Monetary rewards
7. Non-monetary rewards
8. Employees’ mental satisfaction
9. None of the above
10. Which one is not a machinery for the purpose of adjudication?
11. Industrial Tribunal
12. Labour Court
13. Collective Bargaining
14. National Tribunal
15. \_\_\_\_\_\_\_\_is a form of pay structure that leads to the consolidation of existing pay grades and pay ranges into fewer, but wider pay grades:
16. Wage Boards
17. Broad Band Pay
18. Labour court
19. Pay Commission

**P.T.O.**

2. Match the following: 1x5= 5

a)Merit pay i) Sales compensation plans

b) Profit sharing ii) Fringe benefits

c) Provident Fund iii) Individual Based incentive plans

d) Commission plan iv) Perquisites

e) Club Membership v) Corporate wide incentive plans

3. Write any one legislation to regulate and control the wage and salary

system in India 2

4. Define Job Rotation. 2

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

each: 5x4= 20

1. What is the difference between job enlargement and job enhancement?
2. Write about any two new ways of paying compensation plans.
3. Write short note on minimum wage
4. What are the components of wages and salary?
5. What is the system of payment of dearness allowance which is linked to Consumer Price Index?
6. Define wage differential. What are the factors causing the wage differential?

6. Answer **any three** of the following questions within 500 words

each: 12x3=36

1. What are the factors which influence the remuneration payable to the employees?
2. Discuss financial and non financial incentive plans. What kind of problems may arise in implementing incentive plans?
3. Discuss various types of allowances briefly.
4. Explain the components of executive remuneration
5. Explain the theory of compensating wage differentials.
6. What are the machineries involve in regulation and fixation of wages? Explain.

\*\*\*