**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2022**

**DHR/DIPHRD 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. Choose the correct option: 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:
7. Job satisfaction
8. Absenteeism
9. Turnover
10. Job Enlargement
11. Intrinsic compensation covers:
12. Monetary rewards
13. Non-monetary reward
14. Employees’ mental satisfaction
15. None of the above
16. Which one is not a machinery for the purpose of adjudication:
17. Industrial Tribunal
18. Labour Court
19. Collective Bargaining
20. National Tribunal

**P.T.O.**

1. \_\_\_\_\_\_\_\_\_\_\_\_ is a form of pay structure that leads to the consolidation of existing pay grades and pay ranges into fewer, but wider pay grades:
2. Wage Boards
3. Broad Band Pay
4. Labour court
5. Pay Commission

2. Match the following: 1x5= 5

i. Merit pay a) Sales compensation plans

ii. Profit sharing b) Fringe benefits

iii. Provident Fund c) Individual Based incentive plans

iv. Commission plan d) Perquisites

v. Club Membership e) 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:

5x4= 20

1. What is 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.

12x3=36

1. What are the factors which influences 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 involved in regulation and fixation of wages? Explain.

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