**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN 2023)**

**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 answer from the following Multiple-Choice Questions. 1x5=5
2. \_\_\_\_\_\_ is a form of pay structure that leads to the consolidation of existing pay grades and pay ranges into fewer, but wider pay grades
3. Wage Boards
4. Broad Band Pay
5. Labour court
6. Pay Commission
7. Which one is not a time-based individual incentive plan.
8. Rowan’s plan
9. Emerson’s plan
10. Merrick’s multiple piece rate plan
11. Hasley’s plan
12. Payment of Wages Act was enacted in the year
13. 1947
14. 1936
15. 1956
16. 1938
17. First National commission on Labour was appointed by government of India in the year
18. 1948
19. 1969
20. 1970
21. 1966
22. PRIS stands for
23. Performance reward incentive system
24. Performance related incentive scheme
25. Performance related incentive system
26. Performance related initiative scheme

P.T.O.

1. Match the following: 1x5= 5
2. Equal Remuneration Act a) 1936
3. Payment of Bonus Act b) 1948
4. Payment of Wages Act c) 1957
5. Minimum wages Act d) 1976
6. Wage Board e) 1965
7. Write any one legislation to regulate and control the wage and salary system in India 2
8. Define Job Rotation. 2
9. Answer any four of the following questions within 100 words5x4= 20
10. Write objectives of wage policy.
11. What are the machineries provided by Industrial Dispute Act 1947 for the purpose of Adjudication.
12. What are the functions of wage board?
13. What are the factors causing wage differentials?
14. What are the provisions in Company Act 1956 regarding payment of remuneration to executives and managers?
15. Describe sixth pay commission.
16. Answer **any three** of the following questions within 500 words12x3=36
17. What are the initiatives taken by government under five year plans to develop a national wage policy.
18. Discuss the recommendations of various committees form by government of India on wage policy.
19. Explain the role pay commission in fixation of pay structure of government employees.
20. What is collective bargaining? Discuss the role of collective bargaining in fixation of wage.
21. Explain the theory of compensating wage differentials.

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