**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2017**

**DHR 203: COMPENSATION MANGEMENT**

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

*The figures in the right-hand margin indicate marks*

*for the individual question.*

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1. **Attempt all the questions**
2. **Choose the Correct Option: 1x5=5**
3. Which is not an element of managerial remuneration?
4. Annual incentives
5. Base salary

c. Deferred compensation arrangements

d. Short term capital accumulation

1. Which is not an external factor that influence remuneration payable to the employees in an organization?
2. Demand and Supply
3. Cost of living

c. Job requirements

d. Psychological and Social factor

iii. Which is not a financial incentives?

a. Wages b. Pride in job

c. Premium d. Bonus

iv. Which is that plan where a specified number of shares or stock is awarded to a manager when he is able to achieve the long term goals?

a. Performance Shares b. Performance Unit

c. Stock Appreciation Rights d. None above

**P.T.O.**

v. Which is not a goal of wage fixation?

1. To satisfy the worker by giving them a fair amount of wages.
2. To reduce the dispute arises out of wage differentials
3. To ensure economic and social justice.
4. To satisfy the employer by saving his money.
5. **Fill in the blanks with appropriate option 1x5=5**

1. Intrinsic compensation covers\_\_\_\_\_\_\_\_\_\_\_\_.
2. Monetary reward
3. Non-monetary reward
4. Employees mental satisfaction
5. Tangible reward
6. ‘Sick Leave’ comes under \_\_\_\_\_\_\_\_\_\_\_\_\_ type of compensation.
7. Protection program
8. Services and Perquisites
9. Pay for time not worked
10. Deferred Pay
11. \_\_\_\_\_\_\_\_\_ paid to the senior executive to facilitate their job performance or to retain them in the organization.
12. Fringe benefits b. Perquisites

c. Direct compensation d. Indirect compensation

1. Vertical movement of a group of people within a set of job or tasks is known as
2. Job rotation b. Job enlargement

c. Job enrichment d. None above

v. Employees receive cash shares of the firm’s profits at regular intervals is known as \_\_\_\_\_\_\_\_.

a. Cash plans

b. Deferred profit-sharing plans

c. The Lincoln incentive system

d. Employee stock ownership plans

**P.T.O**

1. **Match the following 1x3=3**

**Legislations form in India Year**

1. Employees’ State Insurance Act I. 1965
2. Equal remuneration Act II. 1948
3. Payment of Bonus Act III. 1976
4. **Attempt any five questions 5x5=25**

1. Write on different types of wages provided to the workers in the organization.
2. Explain various principles of wages and salary administration.
3. Write on the requirements of a sound Incentive Plan adopted in an organization.
4. Explain the factors determining the nature and extent of ‘Wage Differential’.
5. Briefly discuss the need of wage fixation in a country like India.
6. Write the short notes on the Government initiatives in the sixth five year plan towards development of a wage policy.
7. **Attempt any four questions 4x8=32**
8. Explain different types of compensation provided to the employees in return to the services they provide to the organization.
9. ‘Organization must decide rationally about administering their salary structure’- Justify.
10. Mention various Incentive Plans adopted in India and explain the advantages as well as the disadvantages of Individual incentive program and Team based variables pay program.
11. ‘A number of factors influence the remuneration payable to the employees’- explain these factors.
12. Explain the components of Executive Remuneration’.

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