**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING 2023)**

**DIPHRD/DHR 203: COMPENSATION MANAGEMENT**

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

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

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

1. State **true** or **false** from the following: **1x6=6**
2. Extrinsic compensation covers employees’ mental health.
3. Fair wage is in between minimum wages and living wages but below the living wage.
4. Job Enlargement involves the vertical expansion of work.
5. Job analysis involves vertical and horizontal movement of a group of people within a set of job or tasks.
6. Provident fund is an example of fringe benefits.
7. The payment of wages act was enacted in the year 1948.
8. Write short note on the following: **2x4=8**
9. Wage board
10. Collective bargaining
11. Job Rotation
12. Individual based incentive plans
13. Answer **any four** of the following within **100 words**: **5x4=20**
14. How a well-designed compensation plan benefit the organisation.
15. What are the principles of wages and salary administration?
16. Explain the different forms of non-financial incentives.
17. Explain Taylor’s differential piece rate plan.
18. Describe the general factors causing wage differential?
19. Explain the need of wage fixation in India.
20. Answer **any three** of the following within **500 words**: **12x3=36**
21. Briefly explain the techniques of Job Design in an organisation.
22. Explain the components of wages and salary.
23. What is the system of payment of dearness allowance? Explain.
24. Discuss the components of executive remuneration.
25. Discuss the institutional arrangement for wage fixation.

\*\*\*