**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING), 2024**

**DIPHRD/DHR 203: COMPENSATION MANAGEMENT**

***Total Marks: 70 marks*** ***Time: 3 hours***

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

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1.Fill in the blanks

a) Any three wage legislations to regulate and control the wage and salary system in India are \_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_. **3**

b) Any two executive compensation are \_\_\_\_\_\_ and \_\_\_\_\_\_. **2**

c) The most widely used machineries for fixation of wages and to regulate the matters in India are: Collective Bargaining, \_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_ and Adjudication. **3**

d) Any two advantages of compensation and benefits \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_. **2**

2. Write short answers: **5x6=30**

1. Performance based pay systems should have the following tools to make it effective. What are its tools? Briefly discuss.
2. What do you mean by Minimum wage, Living wage and Fair wage?
3. Define Wage Differential. What are the factors which determine the nature and extent of the wage differential?
4. Give a short note on National commission on Labour.
5. Give three advantages and two disadvantages of Individual-based Incentive plans in India.
6. What do you mean by Direct compensation and Indirect compensation?

3. a) Discuss in detail Time-based individual incentive plans. **10**

OR

b) How to design an effective executive compensation? Discuss.

4. Explain the various types of allowances given to employees. **10**

5. Discuss any five merits and five demerits of incentives. **10**

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