Duration: 2.1/2 hours Marks: 75

Note: Figures to right indicate marks.

All questions are compulsory

Q1A. Complete the sentence by selecting appropriate answer for any seven questions from the multiple choices given below: (07)

1. The remuneration system needs to meet the following type(s) of equity
   A. Internal
   B. External
   C. Individual
   D. All of the above

2. Which of the following factor influence(s) employee compensation?
   A. Labour market
   B. Cost of living
   C. Labour unions
   D. All of the above

3. Any compensation plan must be
   A. Understandable, workable, acceptable
   B. Reasonable, workable, acceptable
   C. Understandable, feasible, acceptable
   D. Understandable, workable, compensable

4. The 'piecework' pay plan is often called
   A. individual pay plan
   B. group pay plan
   C. extrinsic rewards
   D. intrinsic rewards

5. The factor which influence 'bonuses' are

   A. eligibility
   B. fund size
   C. individual performance
   D. all of above

6. Adding 'incentives' to the job is included in

   A. intrinsic motivation
   B. extrinsic motivation
   C. outsourced motivation
   D. in-house motivation

7. Gratuity is payable to all those employees who render a continuous service of ___ years.
   A. 10
   B. 2
   C. 5 or more
   D. more than 6 years

8. ___ is process of judging the relative worth of in an organization.
   A. job valuation
   B. job ranking
   C. job evaluation
   D. Job Analysis

9. A _____ gain sharing plan is more appropriate in the industries where quality is important than quantity.
   A. Scanlon plan
   B. Rucker plan
   C. Imrposhare
   D. Profit sharing

10. If men and women are paid differently for same profile of work; it is categorized as ___.
   A. Personal wage differential
   B. unjust differential
   C. common wage differential
   D. Local wage differential

Q1 B. State whether the following are true or false: (08)

1. A pay structure is a designed structure or framework for remunerating employees.
2. Job security is and always has been the primary consideration for most workers.
3. Labour laws and regulations normally have a specific influence on the wages and salary administration of an organization.
4. Pay levels should not be fixed in such a way that they reward the employees adequately whenever they come up with the targeted performance levels and behaviour.
5. Pay structures should be appropriate to the culture, characteristics and needs of the organization and its employees.
6. Incentives are also called 'payments by results'.
7. Incentives depends upon productivity, sales and profits.
8. 'A fair day work for fair day pay' denotes a sense of equity felt by employees.
9. Labour market influence employee compensation.
10. Daily wages is not a concept of wage.

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Q2.A. Elucidate the statement. 'Hr professional has greater role and responsibility toward planning compensation for employees. (07)

A. Elaborate the prerequisites of effective incentive plans? (08)

Or

B. Define HRA. Elaborate features of HRA. (07)

C. Discuss the Payment of wages Act, 1936. (08)

Q3.A.Explain compensation. Explain objectives of compensation. (07)

B. What are the factors contributing to wage differentials? (08)

Or

C. Explain: a. E – Compensation b. Salary Progression Curve. (07)

D. Discuss in brief pay commission. (08)

Q4.A. Explain issues in managing compensation. (07)

B. Explain in detail, how do you compensate with cafeteria approach with its advantages and disadvantages? (08)

Or

C. Explain in brief elements of good wage plan. (07)

D. What are the dimensions of compensation? (08)

Q5. Write short notes on any three from the given five: (15)

1. Financial type of compensation.
2. Pay Structure.
3. Scanlon Plan.
4. Legal considerations to be made while designing compensation.
5. Broad banding.

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