**TU/ CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2020**

**DHR 203: COMPENSATION MANAGEMENT**

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

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

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

1. Match the following: 1x5= 5

|  |  |
| --- | --- |
| a) Intrinsic compensation | i. Adjudication |
| b) Job Enlargement | ii. Employees’ mental satisfaction |
| c) Job Enrichment | iii. Bonus |
| d) Individual Based Plans | iv. Horizontal Expansion of Jobs |
| e) Wage Fixation | v. Vertical expansion of work |

2. State True or False: 1x5=5

1. Job Security is an example of non-financial incentives.
2. Halsey’s plan is a time based individual incentive plan.
3. Minimum wage Act was enacted in the year 1947.
4. The fourth pay commission was constituted in April 1970.
5. The Industrial Dispute Act of 1947 provides three machineries for the purpose of adjudication – Labour Court, Industrial Tribunal, National Tribunal.

3. Write short notes on the following: 2x2= 4

1. Broad Band Pay
2. Minimum Wage

4. Answer **any four** of the following questions within 100 words. 5x4= 20

1. Explain the advantages of compensation plan.
2. Explain Job Analysis.
3. Explain the components of wages and salary.
4. What are the problems that usually arises while implementing an incentive plan?
5. Explain the system of payment of Dearness Allowance.
6. Discuss the factors which causes wage differential.

**P.T.O**

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5. Answer **any three** of the following questions within 500 words.

12x3=36

1. Discuss the various types of incentive plans in India.
2. What are the factors that influence wages and salaries?
3. Explain in detail output-based individual incentive plans.
4. Discuss the steps in designing an effective compensation program.

**\*\*\***

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