

Duration: 2.5 Hours

Marks: 75

N.B 1) All questions are compulsory.

2) Figures to the right indicate the maximum marks.

Q.1 (A) Choose the correct answer and rewrite the statement. (Attempt any eight) (8)

1. \_\_\_\_\_ is also called as salary structures.  
(A) Accidental Insurance (B) Wage Levels (C) Cost of Living (D) Compensation
2. 3 P's of compensation does not include \_\_\_\_\_.  
(A) Pay for Position (B) Pay for Period (C) Pay to the Person (D) Pay for Performance
3. Job evaluation helps to assess the real \_\_\_\_\_ of the job.  
(A) Performance (B) Skills (C) Net Worth (D) Need
4. \_\_\_\_\_ have a great economic & social significance.  
(A) Wage Differentials (B) Wage Rate (C) Rewards (D) Compensation
5. \_\_\_\_\_ are the standards and benchmarks of pay packages to different groups or hierarchy of employees.  
(A) Compensation Plan (B) Compensation structure (C) Payout policy (D) Record Maintenance
6. As per Factories Act No adult worker shall be required to work in factory for more than \_\_\_\_\_ hours in any week  
(A) 45 Hours (B) 36 hours (C) 48 hours (D) 60 hours
7. \_\_\_\_\_ invites suggestions from the workers to reduce the reduction of cost of operation.  
(A) Profit sharing plan (B) combination plan (C) Scanlon Plan (D) Piece work plan
8. \_\_\_\_\_ values human resources on the basis of the economic concept of opportunity cost.  
(A) Historical cost approach (B) Replacement cost approach (C) Competitive bidding method (D) Future cost
9. \_\_\_\_\_ is also known as severance package or termination agreement.  
(A) Pension (B) Gratuity (C) Provident Fund (D) Golden Parachute
10. Employee's share to EPF is \_\_\_\_\_.  
(A) 12% of The Basic + DA (B) 12% of Basic (C) 10% of The Basic + DA (D) 10% of Basic

Q.1(B) State whether the following statements are True or False. (Attempt any Seven)

(7)

- 1) Compensation management is an integral part of human resource management.
- 2) Job Based Compensation Plan is the traditional and widely used form of compensation plan.

- 3) The group incentive can be based only on piece rate.
- 4) Short term incentive is mostly given to senior general and functional area executives.
- 5) Golden parachute is linked to life insurance of the employees.
- 6) Merit pay consists of an increase in percentage of all the allowances.
- 7) The impact of Bargaining Theory of Wages is dependent on the involvement of trade unions and the profitability of the organization.
- 8) Profit sharing can never be on individual basis.
- 9) Human Resource Accounting is the process of estimating the cost benefit of investments on human resources with a view to assessing their value to the organisation.
- 10) Pay structures should be appropriate to the culture, characteristics and needs of the organization and its employees.

Q2) a) Define Compensation. Explain financial components of a compensation plan. [8]

Q2) b) Explain the internal factors that influence of compensation plan. [7]

OR

Q2) c) Explain various compensation models. [8]

Q2) d) Write a detailed note on 3 P's of compensation. [7]

Q3) a) Define Incentive plan. What are the various types in incentive plans? [8]

Q3) b) Write a detailed note on 'Technology and Incentives' [7]

OR

Q3) c) Describe in detail, 'Types of Wage Differentials' [8]

Q3) d) Write in detail about "Subsistence Theory of Wage" [7]

Q4) a) Who is a special group? What incentives are given to special groups. [8]

Q4) b) Elaborate 'Cafeteria Approach' with the help of an appropriate example. [7]

OR

Q4) c) Define Human Resource Accounting. Explain HRCA. [8]

Q4) d) Define 'Golden Parachute. How to make a Severance Agreement? [7]

Q5) a) Explain the Payment of Wages Act, 1936 in detail. [8]

Q5) b) Explain the Equal Remuneration Act 1976. [7]

OR

Q5.C. Write short notes: (any 3) [15]

1. Describe the primary objectives of compensation plan.
2. Explain 'Residual Claimant Theory'
3. Write a note on Human Resource Value Accounting (HRVA).
4. Write a note on Gratuity Act 1972.

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