

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) Fill in the blanks (Attempt any 8)

(08)

1. The main aim of compensation is to _____ employees.
(Attract and Retain / Dismiss / Punish / Rotate)
2. Wage payment system is broadly classified into _____ types.
(Time & Piece Rate / Variable & Fixed / Cash & Kind / Long & Short)
3. The Payment of Gratuity Act was passed in _____.
(1972 / 1985 / 1976 / 1995)
4. Dearness Allowance is linked to _____.
(Cost of Living Index / Experience / Incentives / Bonus)
5. _____ theory of wages is associated with population growth.
(Subsistence / Wage Fund / Marginal Productivity / Behavioral)
6. Pay Scales are generally revised on the recommendations of _____.
(Pay Commission / Labour Union / Wage Board / Parliament)
7. _____ is the most important factor influencing executive compensation.
(Performance / Age / Location / Tradition)
8. Wage policy is framed by the _____.
(Government / Union / HR Department / Judiciary)
9. Indirect compensation includes _____.
(Health Insurance / Basic Salary / Overtime / Commission)
10. _____ refers to rewards based on group performance.
(Team Incentives / Individual Incentives / Fringe Benefits / Allowances)

Q.1. B) True or False (Attempt any 7)

(07)

1. Variable pay motivates employees to achieve higher performance.
2. Overtime wages are a part of indirect compensation.
3. Stock options are a form of deferred incentive.
4. Payment of wages should be done within 15 days of wage period completion.
5. Living wage is lower than minimum wage.

6. Pay structure must consider both internal equity and external competitiveness.
7. Recognition awards are examples of monetary compensation.
8. Compensation decisions are influenced by labour market conditions.
9. Cafeteria plans provide fixed benefits without flexibility.
10. Gratuity is payable only after retirement.

Q.2. Explain the features and benefits of a competency-based pay system. (15)

OR

Q.2. A) Define Executive Compensation. What are its components? (08)

Q.2. B) Write a note on “Adjudication” in industrial disputes. (07)

Q.3. A) Explain the different types of incentive plans. (08)

Q.3. B) Discuss the Payment of Gratuity Act 1972 in detail. (07)

OR

Q.3. What are the external and internal factors affecting wage determination? (15)

Q.4. A) Define “Strategic Pay”. How does it help in organizational competitiveness? (08)

Q.4. B) Explain “Voluntary Retirement Scheme (VRS)”. (07)

OR

Q.4. C) Discuss the importance of Labour Market in wage and salary administration. (15)

Q.5. Short Notes (Any 3 out of 5) (15)

1. Marginal Productivity Theory of Wages
2. Pay Banding
3. Wage Policy in India
4. Non-monetary Incentives
5. Compensation for Professionals
