

Duration: 2.5 Hours

Marks: 75

N.B.:

All questions are compulsory.

Figures to the right indicate maximum marks.

Q.1 A) Choose the correct alternative (Any 8) (8)

1. Wage board recommendations are related to _____.
(a) Salary revision (b) Labour disputes (c) Training (d) Recruitment
2. Incentives are also known as _____.
(a) Payments by results (b) Fixed pay (c) Bonus only (d) Allowances
3. Human Resource Accounting measures _____.
(a) Labour turnover (b) Value of employees (c) Recruitment cost (d) Salary
4. Compensation management is part of _____.
(a) Marketing management
(b) Human resource management
(c) Production management
(d) Financial management
5. Salary paid monthly to employees is called _____.
(a) Wage (b) Salary (c) Bonus (d) Incentive
6. Pay structure ensures _____ in wages.
(a) Equality (b) Fairness (c) Standardization (d) All of the above
7. Profit sharing is linked with _____.
(a) Organizational performance
(b) Individual performance
(c) Seniority
(d) Attendance
8. Incentive plans increase _____.
(a) Productivity
(b) Efficiency
(c) Motivation
(d) All of the above
9. Gratuity is paid as _____ payment.
(a) Monthly
(b) Weekly
(c) Lump sum
(d) Daily
10. Wage policy aims at _____.
(a) Fair wages
(b) Worker protection
(c) Standardization
(d) All of the above

Q.1 B) True or False (Any 7) (7)

1. Compensation includes wages, salaries and benefits.
2. Wage boards are tripartite bodies.
3. Incentive plans increase employee productivity.
4. Minimum wage ensures decent standard of living.
5. Salary progression curve shows wage growth pattern.
6. Cafeteria approach allows flexible benefits.
7. ESOPs are long-term incentives.
8. Bonus is compulsory under all circumstances.
9. Labour market affects wage determination.
10. Human Resource Accounting is widely practiced in India.

Q.2 A) Define compensation. Explain its components. (8)

Q.2 B) Explain the importance of a sound pay structure. (7)

OR

Q.2) Explain the 3 P's of compensation with suitable examples. (15)

Q.3 A) Explain the subsistence theory of wage. (8)

Q.3 B) Explain the marginal productivity theory of wage. (7)

OR

Q.3) Explain wage differentials and their importance. (15)

Q.4 A) Explain compensation to corporate directors. (8)

Q.4 B) Explain the Scanlon Plan. (7)

OR

Q.4 C) Explain the methods of Human Resource Accounting. (15)

Q.5 A) Short Notes (Any 3) (15)

1. Wage fund theory
2. Living wage
3. Incentives for managers
4. Broad banding
5. Gain sharing plan

OR

Q.5 B) (8)

a) Explain Payment of Gratuity Act 1972. (7)

b) Explain factors affecting wage determination.
