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SARDAR PATEL UNIVERSITY
MHRM-IVth SEMESTER EXAMINATION- 2016

Subject: Compensations Management

Subject Code: PA04CHRM02

Date: 13/04/2016

Time: 02:30pm to 05:30pm

Day: Wednesday

Total Marks: 70

Q. 1 Multiple Choice based Questions

(10)

1. CPI stands for_____.

A) Consumer Price Index

B) Customer Price Index

C) Consumer Profit Indicator

D) Customer Participate Index

2. Which one of the following is an aspect of compensation programme?

A) The determination of wage rates & wage structure

B) Maintaining the rationality of wage structure

C) Determining methods of wage payments

D) All of the above

3. 15th Session of Indian Labour Conference held in _____, which suggested that the minimum wages should be need based.

A) 1957

B) 1948

C) 1956

D) 1967

4. Company's _____policy can be effective tool to motivate people for superior performance.

A) Compensation

B) Bonus

C) Performance Appraisal

D) Promotion

5. Which one is not the indirect compensation?

A) Educational Allowances B) Dearness Allowances C) Fringe Benefits D) Medical Insurance

6. _____are monetary benefits to pay to workmen in recognition of their outstanding performance.

A) Employee Stock Options B) Incentives

C) Cash Prize

D) Bonus

7. COLA stand for_____.

A) Cost of Living Allowance

B) City Living Allowance

C) Compensatory Living Allowance

D) Cost of Life Allowance.

8. Which one is not the parameter for the scheme of dearness allowance?

A) Index Factor

B) Time Factor

C) Point Factor

D) Inflation Factor

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(P.T.O.)

9. Performance linked reward system reduces _____ cost.

- A) Salary B) Labour C) Compensation D) Administrative

10. _____ is a set of systematic procedure to determine the relative worth of jobs within the organization.

- A) Job Specification B) Job Design C) Job evaluation D) Job Description

Q.2 Define Job Evaluation & Discuss the methods of Job Evaluation in detail. (15)

OR

Q.2 Define Incentives & elucidate the classifications of incentives with its merits & demerits.

Q.3 Discuss the roles of Compensation and Compensation Structure in detail (15)

OR

Q.3 Explain the significance, forms and choice of Performance Linked Reward System in detail.

Q.4 What is compensation policy? Describe the Macro Policy Framework in detail. (15)

OR

Q.4 Discuss the Role of HR department in Compensation Management.

Q.5 Write Short Notes (Any Two) (15)

1. Micro Policy Considerations
2. Concept of Wage, Salary & Pay Packets
3. Emerging Trends Limitations of the Job Related Compensation
4. Issues & Trends of Compensation

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