

(100) SARDAR PATEL UNIVERSITYM.H.R.M. Examination, Fourth SemesterSaturday Date 16-11-2013Session: Morning / Evening Time : 2:30 to 5:30Subject/Course Code : PA04CHRM02 / Paper No. —Subject/Course Title: Compensations ManagementTotal Weightage/Marks : 70**Q-1 Multiple Choice Questions.****(10)**

1. ____ is a systematic process of analysing and evaluation jobs to determine the relative worth of each job in an organization.
A) JOB Design B) Job Evaluation C) Job Evaluation D) Job Description
2. Which is the second stage in process of Job Evaluation?
A) Preparation of a Job Evaluation plan B) Job Analysis C) Maintenance D) Job Specification
- 3) ____ is the total amount of the monetary and non-monetary pay provided to an employee by an employer in return for work performed as required.
A) Compensation B) Money C) Incentive D) Income
- 4) ____ program is a formal scheme used to promote or encourage specific actions or behavior by a specific group of people during a defined period of time. Incentive programs are particularly used in business management to motivate employees, and in sales to attract and retain customers.
A) Compensation B) Money C) Incentive D) Income
- 5) ____ benefits are paid particularly to senior managers. Provident funds, pensions, gratuity, encashment of earned leave, company house, company car, leave travel concession (LTC), medical aid, interest free loan, holiday homes, entertainment, stock options, etc.
A) Dearness B) Transportation C) Food D) Fringe
- 6) ____ allowance is given to protect real income against inflation, it is paid as a percentage of basic pay.
A) Dearness B) Transportation C) Food D) Fringe
- 7) ____ is paid to the employees during festive seasons to motivate them and provide them the social security.
A) Food benefit B) Dearness allowance C) Medical Benefit D) Bonus

Cont.

8) ____ compensation refers to monetary benefits offered and provided to employees in return of the services they provide to the organization.

- A) Indirect B) Corporate C) Direct D) Monetary

9) ____ of employees saves companies money in training costs and helps maintain an efficient and knowledgeable workforce.

- A) Retention B) Training C) Development D) Promotion

10) ____ is known as a fixed regular payment earned for work or services, typically paid on a daily or weekly basis.

- A) Wages B) Salary C) Incentive D) Allowance

Q-2 Answer in Detail (Any 1) (15)

What is job evaluation? Explain its concept with its methods in detail.

OR

Explain Micro framework policy of compensation in detail.

Q-3 Answer in Detail (Any 1) (15)

What is compensation? Explain its roles and types in detail with relevant examples.

OR

Define Compensation. Explain Pre-requisites of Effective Incentive Scheme in detail.

Q-4 Answer in Detail (Any 1) (15)

Explain the concept of compensation. Explain Macro Policy Framework of compensation.

OR

Elucidate Classification of Incentives along with its Merits and Demerits.

Q-5 Short Notes: (Any 2) (15)

1. Indirect Compensation
2. Corporate compensation Policy
3. Current Issues and Trends of Compensation
4. Incentive

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