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(140 & 141) SEAT No.

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SARDAR PATEL UNIVERSITY

M.S.W. (HR) FOURTH SEMESTER EXAMINATION

DAY: MONDAY

TIME: 2:00 PM TO 5:00 PM

DATE: 2/4/2018

SESSION: EVENING

TOTAL MARKS: 70

SUBJECT CODE: PA04CSHR02 / HRM 06

SUBJECT TITLE: COMPENSATIONS MANAGEMENT

Q 1 Choose the Correct Alternative from the following:

[10]

1. _____ refers to comparison among jobs or skills level inside a single organization.

a) Internal Management b) Internal Structure c) Internal Alignment d) None

2. A classification methods make use of number of _____ factors.

a) Compensable b) Considerable c) Communicable d) None

3. In ESOP, P Stands for _____.

a) Profit b) Performance c) Pay d) Plan

4. In ____ plan, for any task completed in standard time or less, earnings are pegged at 120 percent of the time saved.

a) Gnatt b) Gantt c) Gant d) Gans

5. The Minimum Wages Act was passed in the year _____.

a) 1948 b) 1950 c) 1947 d) 1952

6. The Committee on fair Wage was set up in _____.

a) 1987 b) 1950 c) 1948 d) 1847

7. In addition to wages, employees also receive certain supplementary benefits and services known as _____.

a) Incentive b) Fringe Benefits c) Fringe Bonus d) Fringe wage

(1)

(P.T.O.)

8. The Consumer Price Index Number is a system of linking _____ allowance with the cost of living allowance.

- a) Dearness b) Bonus c) HRA d) Basic

9. The Scanlon Plan was developed by _____.

- a) Emerson Scanlon b) Joseph Scanlon c) Robert Scanlon d) Martin Scanlon

10. CCA stands for _____.

- a) Cost Compensatory Allowance b) Cost Compensation Allowance
c) None d) City Compensatory Allowance

Q-2. Define Job Evaluation. Explain Methods and Principles of Job Evaluation. [15]

OR

Q-2. Discuss Micro Policy Considerations for Compensation Policy.

Q-3. Explain the concept of Compensation and its structure. [15]

OR

Q-3. What is Incentive? Discuss Wage Incentive Plans.

Q-4. Elaborate forms and Choices of Performance Linked Reward System. [15]

OR

Q-4. Discuss various Pay Packet Compositions.

Q-5. Write Notes on: [Any Two] [15]

- A. Corporate Compensation Policy
- B. Merits and Demerits of Incentives
- C. Steps in Designing Performance linked Reward System
- D. Competency Based Compensation