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SEAT No. _____

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SARDAR PATEL UNIVERSITY

EXTERNAL EXAMINATION – MARCH, 2019

MSW (HR) – 4TH SEMESTER

PA04CSHR22/02: COMPENSATION MANAGEMENT

DATE: 22-03-2019

TIME: 02.00 P.M. TO 05.00 P.M.

DAY: FRIDAY

TOTAL: 70 MARKS

Q.1 MULTIPLE CHOICE QUESTION. (Attempt All)

10 marks

1. Compensation can be _____ benefits.
 - a. Monetary
 - b. Non-monetary
 - c. both 'a' and 'b'
 - d. None of the above
2. _____ are also called 'payments by results'.
 - a. allowances
 - b. claims
 - c. incentives
 - d. fringe benefits
3. Incentives depends upon
 - a. productivity
 - b. sales
 - c. profits
 - d. All of the above
4. Characteristic of a good compensation system is
 - a. Higher the qualification of worker, higher is compensation
 - b. Higher the efficiency of worker, higher is compensation
 - c. Higher the rank of worker, higher is compensation
 - d. All of the above
5. What is the goal of an effective compensation management program?
 - a. To maximize employee performance
 - b. To align the goals of the different groups of people associated with a company
 - c. To maintain employee perception of fairness as it pertains to their level of pay and benefits
 - d. All of the answers are correct.
6. _____ is designing and implementing total compensation package with a systematic approach to providing value to employees in exchange for work performance.
 - a. Compensation management
 - b. performance management
 - c. Human Resource Management
 - d. Personnel management

①

(P.T.O.)

7. _____ is a systematic approach to providing monetary value to employees.
a. Salary b. Allowances c. Compensation d. Rewards
8. Compensation is a systematic approach to providing monetary value to employees in exchange for _____.
a. Skills b. knowledge c. Work Performed d. damages held
9. _____ refers to monetary benefits offered and provided to employees in return of the services they provide to the organization.
a. Direct Compensation b. indirect Compensation c. Performance compensation d. none
10. Which of the below is not a part of indirect compensation.
a. Insurance b. Paid Leave c. Medical Assistance d. Conveyance

Q.2 Write in detail the Role of Compensation and Compensation Structure. 15 marks

OR

Q.2 Discuss in detail the Principles and Advantages of Job Evaluations. 15 marks

Q.3 Describe in detail the Macro Policy Frame work and Micro Policy Consideration in Compensation Policy. 15 marks

OR

Q.3 Explain in detail the classification of Incentives and merits of Incentives. 15 marks

Q. 4. Write in detail the Significance and steps of Performance linked reward system.

15 marks

OR

Q.4 Explain in detail the Emerging Trends of Compensation and Competency based compensation in recent time. 15 marks

Q.5 Write the short notes. (Any Two) 15 marks

1. Functions and responsibilities in Compensation Programme
2. Methods of Job Evaluations
3. Fringe Benefits and Social Security in Pay packet
4. Understanding the trends of Pay Packet

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