

Marks: 75

Duration : 2.5 Hours

N.B 1) All questions are compulsory.

2) Figures to the right indicate the maximum marks.

Q1. (A) Choose the correct answer from the given options and rewrite any 8 statements: (8)

1. COBRA requirement is generally for _____ months
 - b. 18-36
 - c. 20-48
 - d. 10-24
 - e. 5-9
2. An organization's _____ are the standards and benchmarks of pay packages to different groups or hierarchy of employees, the payment structure, their breakups and modes of payment in any organization.
 - a. compensation plans
 - b. pay structure
 - c. compensation
 - d. compensation objectives
3. _____ refers to the pay corresponding to the difficulty level of the job assigned to an employee.
 - a. Individual equity
 - b. Internal equity
 - c. External equity
 - d. Social Equity
4. An HR professional is a _____ help to determine the worth of various jobs so that job evaluation is properly conducted.
 - a. Negotiator
 - b. Evaluator
 - c. Notifier
 - d. Communicator
5. Which of the following is considered the first wage incentive plan in modern industrial era?
 - a. Halsey plan
 - b. Taylor's differential piece-rate plan
 - c. Barth plan
 - d. Gantt Task plan
6. _____ is a richer package of benefits with various rewards like stock options, multiple years of compensation bonus, retirement packages, extended health care coverage etc.
 - a. Golden parachutes
 - b. strategic pay
 - c. Salary Progression Curve
 - d. broadbanding
7. _____ represent hourly rates of pay.
 - a. Wages
 - b. Salary
 - c. Compensation
 - d. Allowance

8. Compensation = Wage or Salary + Employee benefits + _____ + Non-pecuniary rewards.
- Recurring financial rewards
 - Non-recurring financial rewards
 - Financial Rewards
 - non financial
9. Discrimination in a selection or promotion decision:
- is an issue, but only because of the human rights legislation now in force.
 - is always illegal.
 - violates the law only if the basis for discrimination is gender or race.
 - is unavoidable, and only is a legal problem if the basis for discrimination is on a legally prohibited attribute
10. Insurance schemes, retirement benefits and leave travel concession are examples of
- indirect monetary compensation
 - direct monetary compensation
 - non-monetary compensation
 - None of the above

Q.1 (B) True or False (Attempt any 7)

(7)

- Maximum limit of Gratuity payable is of Rs.20 Lakh as per Amendment made in March 2018.- True
- Employees provident fund is applicable to industries with less than 20 employees.-
- Broad- banding allow greater flexibility in compensation.
- Sales compensation mostly rely on sales commission which may differ from organisation to organisation.
- Profit sharing can never be on individual basis.
- Human Resource Accounting is the process of estimating the cost benefit of investments on human resources with a view to assessing their value to the organisation.
- There is no provident fund facility available for unorganized sector.
- COBRA cover plans that provide both life insurance and disability benefits.
- Factories Act, 1948 specifies every adult worker is required to work for more than 48 hours per week.
- Pay structures should be appropriate to the culture, characteristics and needs of the organization and its employees.

Q2. A. Explain the dimensions of compensation.

(8)

Q2.B. State the process of designing a compensation system.

(7)

Or

Q2.C. Describe the models of compensation.

(8)

Q2.D. State the factors contributing to wage differentials?

(7)

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Q3. A. What are the prerequisites of effective incentive plans?
Explain any seven prerequisites in brief. (8)

Q3.B. "Technology is significant for incentive management." validate the statement
with examples. (7)

Or

Q3. C. What is Human Resource cost Accounting? State Human Resource cost Accounting
approaches in brief. (8)

Q3. D. State the criterias on which a team can be compensated. (7)

Q4. A. What do you mean by cafeteria approach? Is this approach beneficial? If yes,
state why? (8)

Q4. B. Explain Golden Parachutes and Salary Progression Curve.. (7)

Or

Q4. C. Explain different types of wage differentials. (8)

Q4. D. What is a profit sharing plan? What are its features? (7)

Q5.A.Explain Golden Parachutes and Salary Progression Curve. (7)

Q5.B. Explained Skilled based compensation tools. (8)

Or

Q5. Write Short notes (any 3) (15)

- Explain Subsistence Theory
- 3 'P's of compensation.
- Adjudication
- Wage Boards
- Pay Commissions
