**TU/ CODL**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2019**

**DHR203: COMPENSATION MANAGEMENT**

Time:**3 Hours** Total Marks:**70**

*The figures in the right-hand margin indicate marks for the individual question.*

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

1. Choose the correct answer from the following: - 1x5=5
2. Which one is not machinery for the purpose of adjudication?
3. Industrial Tribunal
4. Labour Court
5. Collective Bargaining
6. National Tribunal
7. Which one is not a time based individual incentive plan?
8. Rowan’s plan
9. Emerson’s plan
10. Merrick’s multiple piece rate plan
11. Hasley’s plan
12. Payment of Wages Act was enacted in the year
13. 1947
14. 1936
15. 1956
16. 1938
17. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ wage is the wage which must provide not only for the bare sustenance of life, but for the preservation of the efficiency of the workers
18. Minimum wage
19. Living wage
20. Fair wage
21. None of the above

**P.T.O.**

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ salary means total pay before any taxes have been taken out
2. Base salary
3. Gross salary
4. Net salary
5. None of the above
6. Match the following**:** 1x5=5
7. Equal Remuneration Act i) 1936
8. Payment of Bonus Act ii) 1948
9. Payment of Wages Act iii) 1972
10. Minimum Wages Act iv) 1976
11. Payment of Gratuity Act v) 1965
12. What do you mean by fringe benefits? 2
13. Write composition of Wage Board. 2
14. Answer **any four** of the following questions within 100 words.**:**

5x4= 20

1. What are the machineries provided by Industrial Dispute Act 1947 for the purpose of Adjudication?
2. What are the factors causing wage differentials?
3. What are the provisions in Company Act 1956 regarding payment of remuneration to executives and managers?
4. Write short note on - Group Incentives
5. Describe job analysis.
6. Write short note on Sixth Pay Commission.
7. Answer **any three** of the following questions within 500 words:

12x3=36

1. What are the initiatives taken by government under five year plans to develop a national wage policy?
2. Explain the role of pay commission in fixation of pay structure of government employees.
3. Explain the factors which are responsible for differences in wages between occupations.
4. Define dearness allowances. What is the system of payments of dearness allowances to the employees? Explain.
5. What are the different types of incentive plans in India? Explain.

\*\*\*\*\*\*\*\*