**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2021**

**DHR 203: COMPENSATION MANAGEMENT**

Time: **3 hours** Total Marks: **70**

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

*--------------------------------------------------------------------------------------------*

1. Answer the following in brief: 2x7=14

1. Direct Compensation
2. Minimum wages
3. Job Rotation
4. Halsey’s plan
5. Taylor’s differential piece rate plan
6. Dearness Allowances
7. Wage differentials

2. Answer **any four** of the following questions within 100 words:

5x4=20

1. Write the determinants of pay decision.
2. Explain the principles of wages and salary administration.
3. What is the problem that arises while implementing an incentive plan?
4. Explain group based incentive plans
5. What is cash handling allowances?

3. Answer **any three** of the following questions within 500 words:

12x3=36

1. Explain the various types of incentives plans in India.
2. Discuss the factors influencing wages and salaries.
3. What do you mean by non-financial incentives? Explain the different types of non-financial incentives.
4. Explain the elements of executive remuneration.

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