Seat No:		Enrollment No:
	NIVERSITY	
	MANAGEMENT	
Semester: 4 Subject Code: 06202252 Subject Name: Compensation Management	T	Pate: 23-05-2018 Fime: 10:30AM to 01:00PM Fotal Marks: 60
Instructions 1. All questions are compulsory. 2. Figures to the right indicate full marks. 3. Make suitable assumptions wherever necessary. 4. Start new question on new page.		
Q.1 Do as Directed.A). Multiple choice type questions/Fill in the blank	ks. (Each of 1 mark)	(05)
1. The following is paid only at the time of emploa) Perquisitesb) Gratuity	oyee's exit after serving mor c) Claims d) Allowances	e than five years.
2. The following is a perquisite.a) Club membershipb) Provident fund	c) Medical allowanced) Group insurance	
3. Which of the following is a type of wage incen	•	
a) Incentive plan for blue collar workerb) Incentives for management	c) Incentive plan for white d) All of the above	te collar employees
4. Components of compensation does not include	·	
 a) Authority b) Wages 5is a systematic method for determinent 	c) Incentivesd) Allowancesning the relative worth of a j	ob in comparison
within and outside of the organization a) Job enlargement b) Job analysis B). Define the following. (Each of 1 mark)	c) Job enrichmentd) Job evaluation	(05)

- 1. Direct Compensation
- 2. Living wage
- 3. Incentives
- 4. Job evaluation
- 5. Collective bargaining

C). Direct questions. (Each of 1 mark)

(05)

- 1. What is minimum wage?
- 2. What is Pay Surveys?
- 3. Explain meaning of compensation.
- 4. What do you mean by Job analysis?
- 5. What is a fringe benefit?

Q.2	Answer	the following	questions
A)	Evenloin	different week	

A). Explain different wage concepts in detail. (07)

B). Discuss compensation strategy at micro level. (08)

Q.3 Answer the following questions.

A). Explain meaning and process of job evaluation. (07)

B). Discuss various Wage incentive plans. (08)

Q.4 Attempt any two questions. (Each of 7.5 mark)

(15)

- 1. "What to reward" is an important aspect for designing reward system. justify this statement
- 2. Ms Janki is the head of compensation department in chemical company. What are the components of indirect compensation she will consider in designing compensation structure?
- 3. List out classification of employee benefits. Explain any three of them.
- 4. Discuss various conventional methods of job evaluation.