

6 SEM TDC COMT 3 (Sp)

2 0 1 6

(May)

COMMERCE

(Speciality)

Course : 603

(Compensation Management)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Answer the following as directed : 1×8=8

(a) Compensation is one of the most powerful motivators of behaviour.

(Write True or False)

(b) Mention one of the behavioural theories of compensation.

(c) The Equal Remuneration Act was passed in _____.

(Fill in the blank)

(d) Employees working in industrial establishment shall be provided _____ benefits under the provisions of the Payment of Gratuity Act, 1972.

(Fill in the blank)

(e) Fringe benefits refer to various extra benefits provided to employees because of their productive effort.

(Write True or False)

(f) Dearness allowance is a form of

(i) fixed compensation

(ii) variable compensation

(iii) None of the above

(Choose the correct answer)

(g) Bargaining theory was propounded by _____.

(Fill in the blank)

(h) Mention one of the challenges in compensation management.

2. Write short notes on any *four* of the following :

4×4=16

(a) Methods of Wage Payment

(b) Labour Market Theory

(c) Types of Incentive

- (d) Components of Compensation
- (e) Problems of Executive Compensation
- (f) Role of Pay Commission
3. (a) Discuss the role of compensation management in organizations. 12
- Or
- (b) Define the term 'wage'. Briefly explain the essentials of a sound wage plan. 4+8=12
4. (a) Describe the factors influencing the compensation management. 11
- Or
- (b) Explain the determinants of intra- and inter-industry compensation differentials with suitable examples. 11
5. (a) Discuss different stages of compensation planning. 11
- Or
- (b) Explain the role of Wage Boards in compensation management. 11

6. (a) What do you mean by incentives?
Explain the characteristics of an
effective incentive plan. 3+8=11

Or

- (b) What is strategic compensation?
Discuss various pay-for-performance
programmes. 3+8=11

7. (a) Define compensation ethics. Explain
the causes of ethical problems in
compensation management. 3+8=11

Or

- (b) Discuss the issues involved in
international compensation management. 11
