

BBA (H) Semester-VI Examination, 2022-23**Bachelor of Business Administration [Honours]****Course ID : 63216****Course Code : DSE-03
(HRM:Elective-III)****Course Title : Compensation Management and Wage Law**

Time : 3 Hours

Full Marks : 80

*The figures in the right-hand margin indicate marks.**Candidates are required to give their answers in their own words as far as practicable.**Illustrate the answers wherever necessary.***GROUP-A**

1. Choose the best alternative from the following options for each question (Answer **all**): $1 \times 10 = 10$

i) Wages are paid to the

a) Employee

b) Labor

c) Manager

d) Board of director

e) None of the above

ii) Compensation can be _____ benefits.

a) Monetary

b) Non-monetary

c) Both 'a' and 'b'

d) Fringe benefit

e) None of the above

iii) A _____ must be fixed considering the general economic conditions of the country.

a) Minimum wages

b) Fair wages

c) Living wages

d) All of the above

e) None of the above

iv) Incentives depends upon

a) Productivity

b) Sales

c) Profits

d) All of the above

e) None of the above

- v) The following is not a part of remuneration model
- a) Job description
 - b) Job evaluation
 - c) Job hierarchy
 - d) Job analysis
 - e) None of the above
- vi) _____ are also called 'payments by results'.
- a) Allowances
 - b) Claims
 - c) Incentives
 - d) Fringe benefits
 - e) None of the above
- vii) Managers never own complete responsibility for the all the decisions made by them since they are not the owners of the business is the assumption of _____.
- a) Equity theory
 - b) Expectancy theory
 - c) Agency theory
 - d) Contingency theory
 - e) None of the above

- viii) Which of the following theory states that the employees work hard in the job only when they are sure of positive outcomes from that job?
- a) Equity theory
 - b) Expectancy theory
 - c) Agency theory
 - d) Contingency theory
 - e) None of the above
- ix) Compensation is a systematic approach to providing monetary value to employees in exchange for _____.
- a) Skills
 - b) Knowledge
 - c) Work performed
 - d) Damages held
 - e) None of the above
- x) Compensation is a _____ approach to providing monetary value to employees in exchange for work performed.
- a) Traditional
 - b) Modern
 - c) Classic
 - d) Systematic
 - e) None of the above

GROUP-B

2. Answer the following questions (any **ten**):

2×10=20

- a) What do you mean by Compensation management?
- b) What is the definition of Salary?
- c) What do you mean by employee reward system?
- d) What is meant by wage incentives?
- e) What is the actual difference between wage and salary?
- f) What do you mean by fringe benefits?
- g) Define the term 'living wage'.
- h) What is the difference between minimum wage and need based wage?
- i) What is 'equal remuneration act'?
- j) What is employee satisfaction?
- k) Explain two objectives of wage and salary administration.
- l) What do you mean by a fair wage system?
- m) What are the two principles of wage and salary administration?
- n) What is job evaluation?
- o) Mention two essentials of a sound wage and salary structure.

GROUP-C

3. Answer the following questions (any **four**):

5×4=20

- a) State any five nature of wage and salary administration.
- b) What is performance incentive? Why organization is used them?
- c) Explain the elements for fixation of wage and salary.
- d) Write short notes on different types of incentives in an organization.
- e) What are the advantages of flexible work schedule?
- f) “Employee reward system can increase the potentiality of an employee.”—Explain

GROUP-D

4. Answer the following questions (any **three**):

10×3=30

- a) Explain the role of wage board in compensation management.
- b) Briefly describe the factors influencing a sound wage system.

- c) Explain the objectives of fringe benefits.
 - d) Explain the process of wage and salary determination.
 - e) Briefly describe the importance of wage and salary administration.
 - f) Discuss about various types of compensation in an organization.
-