**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN), 2024**

**DIPHRD/DHR 203: COMPENSATION MANAGEMENT**

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

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

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**1.Fill in the blanks 10×1=10**

a) ESOP stands for \_\_\_\_\_\_\_\_\_.

b) Any two allowances given to employees are \_\_\_\_\_\_ and \_\_\_\_\_\_\_.

c) Any three wage legislations to regulate and control the wage and salary system in India are \_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_.

d) Job analysis consists of \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_.

e) The Industrial Disputes Act of 1947 provides 3 machineries for the purpose of adjudication. These are: Labour court, \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_.

**2. Write short answers**: **6×5=30**

1. What are the factors responsible for the differences in wages among occupations?
2. What do you mean by Job Enlargement and Job Enrichment?
3. Write some objectives of a wage policy with respect to a firm?
4. Define Fringe benefits? What are its characteristics?
5. What are the objectives of providing compensation?
6. What are the special features of executive remuneration?

**3. Write descriptive answers 2X15=30**

a) Discuss the types of incentive plans in India.

OR

b) Explain in detail the Output-based individual incentive plans.

4. Discuss the external and internal factors influencing wages and salaries.

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