

Date:

Registration number:

ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU-27

B.A. INDUSTRIAL RELATIONS - II SEMESTER

SEMESTER EXAMINATION: APRIL 2022

(Examination conducted in July 2022)

**IR 2221- Compensation Management**

Time- 2 hours Max Marks-60

This question paper contains ONE printed page and three parts

**SECTION- A**

**Answer any TEN questions: (10 x 2= 20 marks)**

1. What is the objective of Compensation Management?
2. Give the meaning of the term “Fair wage”.
3. What is House Rent Allowance?
4. What are the other two names given for Compensation Management?
5. What is employee bonus?
6. What is Cafeteria Compensation?
7. In which year was the Minimum wages Act enacted in India?
8. List two incentives offered to sales personnel working in retail outlets
9. Who is the Chairman of the 7th Pay commission?
10. Write the meaning of piece wage plan?
11. Give any two examples of Indian MNCs.
12. Name two importance of wage policy.

**SECTION-B**

**Answer any FIVE questions : (5 x 5 = 25 marks)**

1. Write short notes on “Pay for Performance”.
2. Briefly explain the Exploitation theory of wages.
3. Write short notes on Time for Payment of Wages in India as per law.
4. What is the role of wage boards in India?
5. Write short notes on few deductions permitted from wages as per law.
6. Explain the influence of technology on compensation management.
7. What are the pre requisites of effective incentive plan?

**SECTION-C**

**Answer any ONE question: (15 x 1 = 15 marks)**

1. Write an essay on Piece Wage Plan OR Time Wage Plan.
2. Explain the various factors that determine compensation for workers in India.

IR 2221-B-22