

Date:09-03-2022

Registration number:

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

B.A. INDUSTRIAL RELATIONS – V SEMESTER

SEMESTER EXAMINATION: OCTOBER 2021

(Examination conducted in January-March 2022)

**IR 5115, 5118 – Compensation Management**

Time- 2 ½ hrs Max Marks-70

This question paper contains \_1\_\_printed pages and four parts

**Part A**

**Answer any 10 questions (10x2=20)**

1. What are ESOP’s?
2. What is the objective of Compensation Management?
3. Give the meaning of the term ‘Living Wage’.
4. What is HRA?
5. What is meant by Direct Tax Code?
6. List two reasons for payment of allowances.
7. What is Employee Bonus?
8. What is the role of Pay commission?
9. Give the meaning of Fringe Benefits?
10. What is a Cafeteria compensation?
11. What is the Minimum and Maximum Bonus payable under the Bonus Act 1965
12. List two incentives offered to sales personnel working in retail outlets.

**SECTION B**

**Answer any 4 questions (4x5=20)**

13. How is Information Technology used in Compensation Management?

14. Discuss the meaning of ‘Living Wage’ and ‘Fair Wage’.

15. Briefly explain the subsistence theory of wages.

16. What is the role of wage boards in India?

17. Write short notes on Pay for Performance.

18. List the a few fringe benefits offered to IT employees

**SECTION C**

**Answer any 2 questions (2x15=30)**

19. Explain the various factors that determine compensation for workers in India.

20. Write an essay on the statutory provisions related to payment of wages in India.

21. Narrate about the various incentives provided to workers in India