

## SECTION-C

**Note:** Long answer type questions. Attempt any three questions. 3x10=30

- Q.3 How would you determine the compensation levels of various employees of an organisation? Explain.
- Q.4 Explain the various principles of wages & salary structure in India.
- Q.5 Describe the salient features of minimum wages Act 1918.
- Q.6 Explain the meaning, need as well as objectives of fringe benefits in Indian scenario.
- Q.7 What do you mean by incentive plans? Mention the various reasons for success and failure of incentive plans.

No. of Printed Pages : 4

Roll No. ....

106762-I

**6<sup>th</sup> Sem. / DBM (IPM)**

**Subject : Compensation Administration**

Time : 3 Hrs.

M.M. : 100

## SECTION-A

**Note:** Very Short Answer type questions. Attempt any 15 parts. (15x2=30)

- Q.1 a) Define compensation.
- b) Living wages.
- c) Wage structure.
- d) Two objectives of minimum wages Act 1918.
- e) Profit sharing.
- f) Wage plan.
- g) Time rate.
- h) Define reward.

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106762-I

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106762-I

- i) Preferred work assignments.
- j) Performance bonus.
- k) The bedeaux point plan.
- l) Accounting year.
- m) Team incentives plan.
- n) Bonus
- o) Define salary plus group Bonus plan.
- p) Two objectives of fringe benefits.
- q) Wage policy.
- r) Overtime.
- ii) Nature of compensation plan.
- iii) Elements of wage and salary system.
- iv) Objectives of profit sharing.
- v) Mention the types of fringe benefits.
- vi) What are group-incentive plans.
- vii) Non-financial compensation.
- viii) Merits & demerits of piece-rate system.
- ix) Forms of profit sharing.
- x) Incentive scheme for indirect workers.
- xi) Merits of time rate wage system.
- xii) Features of a good incentive plan.
- xiii) Define Halsey premium plan.
- xiv) Need for fringe benefits.
- xv) Salient features of minimum wages Act 1918.

### SECTION-B

**Note:** Short answer type questions. Attempt any ten parts  
10x4=40

Q.2 i) Characteristics of a good wage system.

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106762-I

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106762-I