

**ST. JOSEPH’S UNIVERSITY, BENGALURU -27**

**B.A. INDUSTRIAL RELATIONS– II SEMESTER**

**SEMESTER EXAMINATION: APRIL 2023**

**(Examination conducted in May 2023)**

**IR 2221: COMPENSATION AND BENEFITS MANAGEMENT**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 60**

**This paper contains TWO printed pages and THREE parts**

**PART-A**

**Answer any TEN of the following: (10x2=20 Marks)**

1. What do you mean by Compensation Management?
2. Give the meaning of the term “Minimum Wage “.
3. What is Dearness Allowance?
4. What are the other two names given for Compensation Management?
5. What is employee bonus?
6. Who is the Chairman of 7th Pay Commission?
7. What is Cafeteria Compensation?
8. In which year was the Minimum wages Act enacted in India?
9. List two incentives offered to sales personnel working in retail outlets.
10. Write the meaning of Time wage plan?
11. Expand MNC.
12. When does financial year Begin and End in India?

 **PART-B**

 **Answer any FIVE of the following: (5x5=25 Marks)**

1. Write short notes on various problems faced by both employers and employees with special reference to wages during the COVID-19 Pandemic
2. What is role of Wage Boards in India?
3. Write Short notes on “Pay for Performance “
4. Write short notes on advantages of Piece wage plan.
5. Name any 4 components in Pay Packet and explain any one of them.
6. Briefly explain the Exploitation theory of wages.
7. What are the pre requisites of effective incentive plan

**PART-C**

 **Answer any ONE of the following: (1x15=15)**

1. Write an essay on Time Wage Plan.
2. Explain the various factors that determine compensation for workers in India. OR Give details of the following
3. Minimum Wages
4. Fair Wages
5. Living Wages