



BRAINWARE UNIVERSITY

Brainware University 398, Ramkrishnapur Road, Barasat Kolkata, West Bengal-700125

Term End Examination 2022
Programme – MBA-2020/MBA-2021
Course Name – Compensation and Benefits Management
Course Code - HR303
(Semester III)

Ful [T	l Marks : 60 he figure in the margin indicates full marks. Car words as fa		2:30 Hours their own		
		roup-A ice Type Question)	1 x 15=15		
1.	Choose the correct alternative from the follow	ice Type Question			
(i)	(i) What is the minimum number of days that a woman should have worked in an establishment before claiming to select for maternity benefit?				
	a) 365 days	b) 180 days			
	c) 80 days	d) 120 days			
(ii)	Who shall be estimated for paying compensa construction of a multistoried building of a cosupplied by a sirdar, faced an accident and be	ompany, a worker employed by a contractor,			
	a) The contractor who employed the worker	b) The sirdar who supplied the worker			
	c) Both The contractor who employed the worker and The sirdar who supplied the worker	d) None of these			
(iii)	The lowest wage employers can legally plan to pay to workers according to legislation:				
•	a) Minimum wage	b) Fair wage			
	c) Living wage	d) None of these			
(iv)	The wage that can design to meet only bare	physical needs of a worker and his family:			
	a) Subsistence wage	b) Fair wage			
	c) Living wage	d) Minimum wage			
	Which of the following is not listed under the Payment of Wages Act, 1936?	e definition of wages given under the			
	a) Basic Wage	b) Dearness Allowance			
	c) Incentive	d) Gratuity			
(vi)	Under which labour legislation in India, the provision of check-off has been identified?				
	a) Industrial Disputes Act, 1947	b) Trade Unions Act, 1926			
	c) Payment of Wages Act, 1936	d) Industrial Employment (Standing C	orders) Act		

(vii) Basic compensations given to employees are judged as _____

	a) base pay	b) wagesd) None of these	
	c) salaries	a) None of these	
(viii) Determine Wages	b) Remuneration payable under any award	lor
	a) Remuneration of which the persons employed is entitled in respect of overtime	settlement between parties	
	work c) Additional remuneration payable under terms of employment	d) All of these	
(ix)	Payments made to employees without taking he consideration are decided as	ours for which they worked into	
	a) base pay	b) wages	
	c) variable pay	d) salaries	
(x)	How many days in advance do the occupier of a occupancy to the chief inspector?		
	a) 15 days	b) 10 days	
	c) 25 days	d) 30 days	
(xi)	According to this Act, the maximum wage period yemployer should not tabulated beyond		
	a) 45 days	b) 15.days	
	c) 30 days	d) 60 days	
(xii)	The minimum wages as fixed under the Minimuleast once in		
	a) 2 years	b) 3 years	
aa	c) 5 years	d) Not mentioned under the Act	
(xiii)	Wages of every person employed in organization organizati	×	
	a) 5th day	b) 7th day	
(viv)	c) 10th day Which section of the act applies the topic annu	d) 12th day	
(XIV)	a) Section 27	b) Section 5	
	c) Section 86	d) Section 79	
(xv)	How many days in advance do the occupier of to the chief inspector?		
	a) 15 days	b) 10 days	
	c) 20 days	d) 25 days	
	Gro	oup-B	
	(Short Answer	Type Questions)	3 x 5=15
2. Ex	plain the importance of compensation.		(3)
3. W	rite the benefits of job evaluation.		(3)
4. W	4. Write five differences between Fringe benefits and perks.		
5. Ex	plain Seventh Pay commission in short.		(3) (3)
6. W	rite a short note on Gratuity		(3)
27.		OR	1-7
W	rite a short note on the term "Medical insuranc	ce"	(3)
	Gr	oup-C	
	(Long Answer	Type Questions)	5 x 6=3
7. E	explain the theories of wages.		(5)

 Explain the role of regulatory bodies in compensation management? Classify various types of incentives. Illustrate the techniques of job evaluation. Describe the strategic perspectives of compensation giving suitable examples. Justify the role and functions. 		
12. Justify the role and functions of pay commission.		
OR	. (5)	
Judge the stages of compensation planning.	(5)	
