

Internal Assessment Test - I

Sub:	Compensation & Reward	Code:	18MBAHR303
Date:	18/9/2019	Duration:	60 mins
		Max Marks:	50
		Sem:	III
		Branch:	MBA

		Marks		OBE	
		CO	RBT	CO	RBT
Part A - Answer all the questions (15* 1 = 15 marks)					
1	1. Compensation is about what employees receive in exchange for their contribution to the organization in terms of tangible and intangible return TRUE FALSE	1		2	
2	2.Payment for the number of hour worked is called as _____ Wage Salary Comission Incentive	1		2	
3	3. Salary refers to monthly rate of pay, irrespectively of the numbers of hours put by an employee. TRUE FALSE	1		2	
4	4.What is the full form of COLA Cost of Life Adjustment Cost of Living Allowance Cost of Living Adjustment Cost of Life Allowance	1		2	
5	5. Which of the following is the part of protection program? Medical insurance Life insurance Disability income All of the above	1		2	
6	6.The Pay Model of Compensation consists of how many components. 1 2 3 4	1		2	
7	7. The Pay Model of Compensation was developed by Richard I. Henderson Joseph J Martocchio G.T. Milkovich and J.M. Nemwan Carolyn Milkovich	1		2	
8	8.The basic components of pay model does not include Compensation objectives. Compensation Stratégie/Policies Compensation Techniques Compensation Decisions	1		2	
9	9. _____ refers to the pay comparisons with the competitors. Internal Allignment Management Employee Contribution External Competitiveness	1		2	
10	10. _____ Refers to comparisons among jobs or skill levels inside a single organization Internal Allignment Management Employee Contribution	1		2	

	External Competitiveness		
11	11. The policy on employee contributions refers to the relative emphasis placed on performance is called as Internal Allignment Management Employee Contribution External Competitiveness	1	2
12	12. Ensuring the right people get the right pay for achieving the right objectives in the right way is called as Internal Allignment Management Employee Contribution External Competitiveness	1	2
13	13. Developing a total compensation strategy includes how many steps 1 2 3 4	1	2
14	14. A internal pay structure is defined by Number of Levels Pay Differentials Criteria All of the above	1	2
15	15. What shapes internal structure of pay External Factors Internal Structure Organization Factors All of the above	1	2
	16.Compensation can be _____ benefits. Monetary Non-monetary both 'a' and 'b' None of the above		
	17. Wages represents _____ rates of pay. Hourly Daily Weekly Monthly	1	3
17	18. The following is paid only at the time of employees exit after serving more than five years Perquisites Claims Gratuity Allowances	1	3
18	19. The following is a perquisites. Club membership Provident fund Medical allowance Group insurance	1	3
19	20. Equal remuneration Act 1976, prohibits discrimination in matters relating to remuneration on the basis of Religion Region Sex All of the above	1	3
20	21. Among the given points, which is not an objective of Compensation a. To increase morale b. To determine basic wage and salary c. To improve performance	1	3

	D To reward for job performance		
21	22. PF is a part of _____ compensation Direct Indirect Paid Lateral	1	3
22	23. Compensation is a _____ approach by providing monetary value to employees in exchange of work. Traditional Classic Systematic Modern	1	3
	24. Which of the following is the fixed component in compensation packages? Profit-sharing Base salary Gain-sharing Equity stock options	1	3
	25. Insurance schemes, retirement benefits and leave travel concession are examples of indirect monetary compensation direct monetary compensation non-monetary compensation None of the above	1	3
	26. Wages which are usually positioned above the minimum wages but below the living wages are described as real wages fair wages minimum wages living wages	1	3
	27. _____ ensure that the employees get an income which is sufficient for meeting their present and future necessities and contingencies. real wages fair wages minimum wages Living wages	1	3
	28. When there are several pay grades in a pay structure, it is called traditional pay structure broad-graded structure job family structure None of the above	1	3
	29. Which of the following factors is not an external influencing factor in wages and salary administration? Cost of living Labour legislations Labour market conditions Ability to pay	1	3
	30. Provision for cars, parking lots and membership in country club are examples of base salary of executives short-term incentive plans executive perks None of the above	1	3
	31. How does a good compensation structure help an organization? (5M)		
	32. What is the purpose of compensation management?(5M)		

33. What are the different forms of compensation? (5M)

34. Give example of compensation structure of any organization?(5M)

Course Outcomes		PO1	PO2	PO3	PO4	PO5
CO1:	The student will gain insights of various conceptual aspects of Compensation and Benefits to achieve organizational goals.	2	0	0	0	0
CO2:	The Student will determine the performance based compensation system for business excellence and solve various cases.	0	2	0	0	0
CO3:	The Student will be able to design the compensation strategies for attraction, motivation and retaining high quality workforce.	0	2	0	0	0
CO4:	The Student will Understand the Legal & Administrative Issues in global compensation to prepare compensation plan, CTC, wage survey and calculate various bonus.	2	0	0	0	0

Cognitive level	KEYWORDS
L1	list, define, tell, describe, recite, recall, identify, show, label, tabulate, quote, name, who, when, where, etc.
L2	describe, explain, paraphrase, restate, associate, contrast, summarize, differentiate interpret, discuss
L3	calculate, predict, apply, solve, illustrate, use, demonstrate, determine, model, experiment, show, examine, modify
L4	classify, outline, break down, categorize, analyze, diagram, illustrate, infer, select
L5	grade, test, measure, defend, recommend, convince, select, judge, support, conclude, argue, justify, compare, summarize, evaluate
L6	design, formulate, build, invent, create, compose, generate, derive, modify, develop, integrate

PO1–Theoretical Knowledge; PO2–Effective Communication Skills; PO3–Leadership Qualities; PO4 –Sustained Research Orientation; PO5 –Self-Sustaining Entrepreneurship

CCI

HOD

Scheme

Q.No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
	a	b	c	c	b	d	d	b	b	b	c	c	a	c	a	b	d	b	c	b	a	b

