



Register Number:

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ST. JOSEPH'S COLLEGE (AUTONOMOUS), BANGALORE
END SEMESTER EXAMINATION-NOV/DEC 2020
B.A. INDUSTRIAL RELATIONS SEMESTER FIVE
IR 5118-COMPENSATION MANAGEMENT

Time: 2 ½ hours

Maximum marks: 70

This question paper has ONE printed page and three parts.

SECTION-A

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

1. What is the percentage of D.A. received by Central Government and Karnataka State Government Employees respectively, at present?
2. Define Compensation Management.
3. Who is the Union Finance Minister?
4. Name any two major sectors/industries which experienced pay cut as a result of COVID 19 related lock down.
5. What is the percentage of Minimum Bonus and Maximum Bonus Payable in India as per The Payment of Bonus Act, 1965?
6. Name the Law which deals with Income Tax in India?
7. Expand PAN. How many digits are there in PAN?
8. What is Income Tax?
9. Name the Chairman and Member-Secretary of the Seventh Pay Commission.
10. Name the scholars associated with The Exploitation Theory of Wages.
11. Name any two computer programmes which can be used in compensation management.
12. Expand H.R.A. and C.C.A.

SECTION-B

Answer any FOUR of the following: (4x5=20 marks)

13. Give details of various savings that qualify for reduction in income tax in India.
14. Explain the importance of an Ideal Compensation Plan.
15. Write notes on Statutory Minimum Wage.
16. Give details of various problems faced by Indian workers and employers as a result of COVID 19 Pandemic.
17. Explain the Subsistence Theory of Wages.
18. Explain the salary, other benefits and associated facilities received by the President of India.

SECTION-C

Answer any TWO of the following: (2x15=30 marks)

19. Write an essay on Time Wage Payment and Piece Wage Payment.
20. Write an essay on the use of Information Technology in Compensation Management.
21. Write an essay on Executive Compensation Plan with special reference to India

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