



**ST. JOSEPH'S COLLEGE (AUTONOMOUS); BENGALURU-27**  
**SEMESTER EXAMINATION: OCTOBER 2019**  
**B.A. INDUSTRIAL RELATIONS**  
**IR 5115: COMPENSATION MANAGEMENT**

**Time-2 ½ hours**

**Max Marks-70**

**This Paper contains two printed pages and three parts**

**SECTION-A**

**Answer any TEN questions: (10x2=20 marks)**

1. What is 'Piece Wage'?
2. Define Compensation.
3. Expand ESOPS and CCA.
4. What is the meaning of Pay Packet?
5. Name the law which deals with Income Tax in India.
6. When does the financial year begin and end in India?
7. What is the meaning of compensation management?
8. Name any two scholars associated with the Subsistence Theory of wages.
9. Name the Finance Minister of India on which date was the recent union budget presented?
10. What is Income as per law in India ?
11. Name any two computer programmes that can be used in Compensation Management.
12. What is the amount of CCA paid to State Government employees posted in Bangalore city?

**SECTION-B**

**Answer any FOUR questions: (4x5=20 marks)**

13. Bring out the importance of an ideal compensation plan in any organization.
14. Explain compensation as an Economic and Socio-psychological transaction.
15. Explain in detail the various savings/investments which qualify for income tax exemptions under the relevant law in India.
16. What are Minimum Wage, Fair Wage and Living Wage?
17. Write short notes on incentives for indirect workers and group incentives.
18. Give details of Time for Payment of wages in India as per law.

### **SECTION-C**

**Answer any TWO questions: (2x15=30 marks)**

19. Write an essay on various factors affecting the determination of salaries.
20. Explain Exploitation Theory and Bargaining Theory of Wages.
21. Write an essay on Indian Income Tax OR Pricing of Managerial/Executive Salaries in India.

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