

**19BA202 – HUMAN RESOURCE MANAGEMENT**

**QUESTION BANK**

**UNIT IV**

**2 MARKS**

1. What are the factors influencing the design of a compensation plan?
2. Brief about the factors influence the design of a compensation plan?
3. What are the different types of compensation plan?
4. List the key objectives of a compensation plan.
5. Write a short note on Wage and Salary.
6. What is Individual Incentive Plans?
7. Brief about Group Incentive Plans?
8. What is Enterprise Incentive Plans?
9. Define Reward.
10. Mention the purpose of reward in an organisation.
11. Distinguish intrinsic and extrinsic rewards?
12. Differentiate financial and non-financial rewards?
13. What is the purpose of reward system in HRM?
14. Give the Meaning and Definition of Motivation.
15. What is promotion?
16. Write the importance of promotion.
17. What is demotion?
18. Distinguish transfer and separation.

**16-MARKS:-**

1. Discuss in detail various components of compensation plan.
2. Explain the concept of a compensation plan in HRM and its significance for organizations.
3. Illustrate a well-structured compensation plan contribute to employee satisfaction.
4. Discuss why motivation is it a critical issue of interest to managers in organization?
5. Elaborate the key components of a well-structured reward system in HRM?
6. Discuss the factors that are considered in deciding the promotion.

7. Explain the principles and types of promotion
8. Elaborate the principles and types of demotion.
9. Illustrate the reasons for demotion in an organisation.
10. Discuss about the different types of transfer and separation.