

**TYBMS SEM V FINANCE FOR HR PROFESSIONALS AND COMPENSATION MANAGEMENT ATKT MOCK TEST**

Serial	Question	Option A	Option B	Option C	Option D	Right Option	Right Answer
1	Process of compensation management is to evolve & sustain _____ wage & salary structure.	Profitable	An equitable	Reformable	Reimbursemer B	B	An equitable
2	The most competitive compensation will help the organisation to attract and sustain the best _____.	Shareholders	Investments	Creditors	Talents	D	Talents
3	Compensation management aims at motivating personnel for higher _____ .	Absenteesim	Productivity	Rationality	Process	B	Productivity
4	Employees may _____ when compensation levels are not competitive.	Stay	Quit	Work hard	Protest	B	Quit
5	A sound compensation management system considers the _____ challenges imposed by the government.	Legal	Ethical	Political	Social	A	Legal
6	The main purpose of incentives is to _____ the worker to give his best.	Force	Coax	Motivate	Convience	C	Motivate
7	With _____ incentive programs, it's easier to evaluate each employee's individual performance.	Group	Individual	Team	Department	B	Individual
8	Successful groups can resist _____.	Change	Incentive scherr	Work	Drop down	A	Change
9	_____ is the simpliest method of performance based reward.	Piecework	Medical benefit	Team based pa	Department b	A	Piecework
10	_____ may be most effective in situations involving high level of task interdependence and creativity.	Individual ski	Outsourcing	Teamwork	Department	C	Teamwork
11	In team based pay systems the payments reflect the _____ goals of the team.	Measurable	Attainable	Simple	Difficult	A	Measurable
12	Only about _____ percent of a CEO's pay is basic pay.	10	20	25	30	B	20
13	_____ annual bonuses are given to the CEOfor meeting annual performance objectives.	Normal	Standard	Lucrative	In kind	C	Lucrative
14	Analytical jobs put a heavy premium on _____ and problem solving.	Study	Creativity	Simplicity	Difficult	B	Creativity

15	Most employers today use a _____ approach in compensating professional jobs.	Market pricing	Cost pricing	Company pricing	Department pricing	A	Market pricing
16	Every employee receiving salary or wages upto _____ p.m and engaged in any kind of work is eligible for bonus.	25000	10000	50000	35000	B	10000
17	The bonus should be paid in cash within _____ months from the close of the accounting year.	8	7	6	5	A	8
18	The Equal Remuneration Act was passed in _____.	1978	1976	1985	1989	B	1976
19	_____ means all remuneration expressed in terms of money.	Wages	Incentives	Bonus	Profit sharing	A	Wages
20	It is the responsibility of the _____ to maintain such registers and records giving particulars of persons employed by an organisation.	Government Employee	Employer	Stakeholders	C	Employer	



