

**GS-535**

VI Semester B.B.A. Examination, May/June - 2019

**BUSINESS ADMINISTRATION****H.R - 6.6 : Elective Paper-IV : Compensation Management  
(CBCS) (Fresh+Repeaters) (2016-17 & onwards)**

Max. Marks : 70

Time : 3 Hours

**Instruction :** Answers should be written in English only.**SECTION - A**

1. Answer **any five** questions from the following. Each question carries **5x2=10** two marks.
- What is Job Evaluation ?
  - Give the meaning of "Pay for Performance".
  - What is Piece Rate System ?
  - Give the meaning of Wages.
  - What is Performance Appraisal ?
  - What is Monetary and Non-monetary incentives ?
  - What is Halsey premium plan ?

**SECTION - B**

Answer **any three** questions from the following. Each question carries **3x6=18** six marks.

- What are the drawbacks of Job Evaluation ?
- Name the methods used to calculate Dearness Allowance.
- Explain the factors to be considered by MNC's for payment of wages.
- Explain the three types of incentives.
- List the Non-Financial rewards for sales people.

**P.T.O.**

**SECTION - C**

Answer **any three** questions from the following. Each question carries **14** marks.

**3x14=42**

7. Explain the components of compensation.
8. What is MBO ? What are the features, advantages and disadvantages of MBO.
9. Explain the theories of wages.
10. What is incentive plan ? Explain the advantages and disadvantages of incentive plan.
11. Explain the tools and techniques of Performance Appraisal.

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