



SE – 292

VI Semester B.B.A. Examination, September 2020

(CBCS) (F + R)

(2016-17 and Onwards)

BUSINESS ADMINISTRATION

Paper – H.R. – 6.6 : Elective Paper – IV : Compensation Management

Time : 3 Hours

Max. Marks : 70

**Instruction** : Answers should be written in English **only**.

SECTION – A

I. Answer **any five** sub-questions. **Each** sub-question carries **two** marks. (5×2=10)

- 1) a) Mention any four Welfare Measures followed in a Factory.
- b) Define Wage.
- c) What is Pay Commission ?
- d) What is the meaning of Compensation Management ?
- e) Define Job Evaluation.
- f) What is Overtime Wage ?
- g) What do you mean by Piece Rate System ?

SECTION – B

II. Answer **any three** questions. **Each** question carries **six** marks. (3×6=18)

- 2) What are the advantages and dis-advantages of performance appraisal ? Explain.
- 3) Explain the objectives of compensation management.
- 4) What is management by objectives ? Mention its key features.
- 5) Explain the features of Job Evaluation.
- 6) What are fringe benefits ? Explain its advantages.

P.T.O.



SECTION – C

III. Answer **any three** questions. Each question carries **fourteen** marks. (3×14=42)

- 7) Discuss various types of incentives.
- 8) What are the principles followed in compensation plan ? Explain.
- 9) Discuss the recent trends in reward system.
- 10) Explain the various methods of Job Evaluation.
- 11) What are the factors influencing compensation structure ? Explain.

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