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**VI Semester B.B.A. Degree Examination, September - 2021**  
**BUSINESS ADMINISTRATION**  
**HR Group - Compensation Management**  
**(CBCS Semester Scheme Regular 2018 Batch only)**  
**Paper : 6.6 (Elective - II)**

**Time : 3 Hours**

**Maximum Marks : 70**

**Instructions to Candidates:**

Answers Should be written in English only.

**SECTION - A**

Answer any **FIVE** sub-questions. Each sub-question carries **two** marks.

**(5×2=10)**

1. a. Define wage.
- b. What is job Evaluation?
- c. What is performance Appraisal?
- d. What is overtime wages?
- e. Give the meaning of compensation?
- f. What is management by objectives (MBO).
- g. Give the meaning of Reward.

**SECTION - B**

Answer any **THREE** questions. Each question carries **Six** marks.

**(3×6=18)**

2. What are the objectives of Job evaluation?
3. What are the advantages of performance appraisal?
4. Distinguish between Fringe benefits and perquisites.
5. Explain Non financial Rewards for sales personnel.
6. What are the steps to setting up an Incentive scheme.

**[P.T.O.]**



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SECTION - C

Answer any **THREE** questions. Each question carries **Fourteen** marks. (3×14=42)

7. What is MBO? What are its features, advantages and disadvantages of MBO?
  8. Explain Theories of wages.
  9. Explain various methods of performance appraisal.
  10. What are the principles followed in compensation plan? Explain.
  11. What is incentive plan? Explain the advantages and disadvantages of incentive plan.
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