



US – 577

VI Semester B.B.M. Examination, May 2017
(Repeaters) (2014 – 15 & Onwards)
BUSINESS MANAGEMENT

Paper – 6.6 : Elective Paper – IV : Compensation Management

Time : 3 Hours

Max. Marks : 100

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

SECTION – A

1. Answer **any eight** questions. **Each** sub-question carries **two** marks. **(8×2=16)**
- What is Job Rotation ?
 - What is work simplification ?
 - Give the meaning of group incentive system.
 - What do you mean by wage differentials ?
 - Give two examples of non-monetary incentives.
 - What do you mean by living wages ?
 - Give the meaning of job specification.
 - Give the meaning of MBO.
 - Mention any 4 theories of wages.
 - What is a pay commission ?

SECTION – B

- Answer **any three** questions. **Each** question carries **eight** marks. **(3×8=24)**
- Give the pre-requisites for successful job evaluation programme.
 - Write a note on job specification and job description.
 - What is the effect of various labour laws on wages ?
 - What are the points to be considered while preparing a pay roll ?

P.T.O.



SECTION – C

Answer question no. **10** and **any 3** of the remaining questions. **Each** question carries **15** marks. **(4×15=60)**

6. Explain in detail the different appraisal methods.
 7. Discuss the various fringe benefits extended to an employee in India.
 8. Discuss the objectives and process of job evaluation.
 9. What are the various incentives offered to executives in companies ?
 10. Explain the role of regulatory bodies in compensation management.
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