



SM – 541

VI Semester B.B.A. Examination, May/June 2018
(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

1. Answer **any five** questions from the following. **Each** question carries **two** marks. **(5×2=10)**
 - a) What do you mean by performance appraisal ?
 - b) Give the meaning of living wage.
 - c) What is supply and demand theory ?
 - d) What does Bonus mean ?
 - e) What is collective bargaining ?
 - f) What according to you is Piece Rate System ?
 - g) Give the meaning of Fringe Benefits.

SECTION – B

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

(3×6=18)

2. Explain the concepts referring to wage levels.
3. What are the various components of industrial wage structure ?
4. What are the factors to be taken into consideration while preparing a pay roll ?
5. What are objectives of rewards ?
6. Explain the factors MNCs consider for payment of salaries.

P.T.O.



SECTION - C

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

(3×14=42)

7. What is MBO ? What are its features, advantages and disadvantages of MBO ?
8. Explain the theories of wages.
9. What are compensation policies ? What are the factors influencing compensation structure ?
10. Explain the various performance incentives.
11. What are the salient features of legal framework for payment of salaries ?