VI Semester B.B.M. Examination, May 2016 (F + R) (2014-15 and 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 of the following. Each sub-question carries two marks. (8x2=16)
 - a) Define the term job evaluation.
 - b) Give the meaning of extrinsic reward.
 - c) What is job analysis?
 - d) What are perquisites?
 - e) Give the meaning of Dearness allowances.
 - f) What is financial incentive?
 - g) State various theories of wages.
 - h) Mention any two non-statutory benefits.
 - i) What is overtime wage?
 - j) Expand PCN and TCN.

SECTION-B

Answer any three of the following. Each question carries eight marks.

(3x8=24)

- 2. State various features of Job Evaluation.
- 3. What are the main objectives of compensation system?
- 4. Distinguish between salary and wage.
- 5. Explain importance of ideal wage plan.



SECTION-C

Answer Question No. 10 and any three of the remaining. Each question carries 15 marks. (4×15=60)

- 6. Explain the need and purpose of fringe benefits.
- 7. Discuss various types of incentives.
- 8. Discuss compensation management in Multinational Company.
- 9. What is wage? Explain the wage structure in India.
- 10. Discuss the various methods of performance appraisals.
