

**GS-535**

VI Semester B.B.A. Examination, May/June - 2019

BUSINESS ADMINISTRATION**H.R - 6.6 : Elective Paper-IV : Compensation Management
(CBCS) (Fresh+Repeaters) (2016-17 & onwards)**

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. **5x2=10**
- (a) What is Job Evaluation ?
 - (b) Give the meaning of "Pay for Performance".
 - (c) What is Piece Rate System ?
 - (d) Give the meaning of Wages.
 - (e) What is Performance Appraisal ?
 - (f) What is Monetary and Non-monetary incentives ?
 - (g) What is Halsey premium plan ?

SECTION - B

Answer **any three** questions from the following. Each question carries **six** marks. **3x6=18**

- 2. What are the drawbacks of Job Evaluation ?
- 3. Name the methods used to calculate Dearness Allowance.
- 4. Explain the factors to be considered by MNC's for payment of wages.
- 5. Explain the three types of incentives.
- 6. List the Non-Financial rewards for sales people.

P.T.O.

**SECTION - C**

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

3x14=42

7. Explain the components of compensation.
8. What is MBO ? What are the features, advantages and disadvantages of MBO.
9. Explain the theories of wages.
10. What is incentive plan ? Explain the advantages and disadvantages of incentive plan.
11. Explain the tools and techniques of Performance Appraisal.

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