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**Sixth Semester B.B.A. Degree Examination,
September/October 2021**

(CBCS Scheme – Freshers and Repeaters – 2016-17 and onwards)

Business Administration

Paper 6.6 (GS 536) – COMPENSATION MANAGEMENT (HR GROUP)

Time : 3 Hours]

[Max. Marks : 70

Instructions to Candidates : Answers should be written in English only.

SECTION – A

Answer any **FIVE** questions. Each question carries **2** marks : **(5 × 2 = 10)**

1. (a) What is perquisites?
- (b) What is Minimum wage as per Wage Act?
- (c) What are statutory and non-statutory benefits?
- (d) What is job evaluation?
- (e) Give the meaning of “equal pay for equal work”.
- (f) What is Halsey premium plan?
- (g) Give the meaning of fringe benefits.

SECTION – B

Answer any **THREE** questions. Each question carries **6** marks : **(3 × 6 = 18)**

2. Write advantages and disadvantages of performance appraisal.
3. Explain the factors considering in MNC for payment of salaries.
4. Discuss various behavioral theories of compensation.
5. Discuss the importance of a good employee compensation management.
6. Elaborate the process of job evaluation as employed in business enterprise.

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SECTION - C

Answer any **THREE** questions. Each question carries **14** marks :

(3 × 14 = 42)

7. Explain the various forms of incentive plan offered by an employer in the compensation package.
8. Discuss the latest trends in compensation management.
9. Write a detailed note on various methods of performance appraisal.
10. What is MBO? What are its features, advantages and disadvantages of MBO?
11. What do you understand by fringe benefits? Discuss the emergence and evolution of fringe benefits over a period of time.

