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**VI Semester B.B.A. Examination, September/October 2022  
(CBCS) (F+R) (2016-17 and Onwards)  
BUSINESS ADMINISTRATION  
6.6 : Compensation Management**

Time : 3 Hours

Max. Marks : 70

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

**SECTION – A**

Answer **any five** sub-questions. **Each** question carries **two** marks. **(5×2=10)**

1. a) What is Performance Standard ?
- b) What is Fringe Benefits ?
- c) Define the term Wage.
- d) Give the meaning of Incentive.
- e) What is Wage Structure ?
- f) What do you mean by Piece Rate System ?
- g) State any two responsibilities of Pay Commission.



**SECTION – B**

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

2. State various objectives of Performance Appraisal.
3. Distinguish between Salary and Wages.
4. Explain various benefits of Compensation.
5. List the Financial rewards for Sales personnel.
6. Explain the factors MNC's consider for payment of salaries.

**SECTION – C**

Answer **any three** questions. **Each** question carries **fourteen** marks. **(3×14=42)**

7. Explain the various techniques of Job Evaluation.
  8. Explain various theories of Wages.
  9. What is MBO ? Explain advantages and disadvantages of MBO.
  10. What are the factors influencing Compensation structure ? Explain.
  11. Discuss various types of Incentives.
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