



SA – 832

VI Semester B.B.M. Examination, April/May 2015

(Fresh) (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. **(8×2=16)**
- Define job evaluation.
  - What do you mean by 360 degree of performance appraisal ?
  - What are perquisites ?
  - State how bonus is calculated under Rowan's Plan.
  - What do you mean by Payment By Results (PBR) ?
  - Give the meaning of rewards.
  - Mention any two statutory benefits.
  - What is the role of pay commission ?
  - What do you mean by Piece Rate System ?
  - Mention any four welfare measures in a factory.

**SECTION – B**

Answer **any three** of the following. **Each** question carries **eight** marks. **(3×8=24)**

- What is management by objectives ? What are its key features ?
- What are the main objectives of employee compensation system ?
- What are fringe benefits ? Explain the benefits of fringe benefits.
- Explain briefly the classification of wage incentives.

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## SECTION - C

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

6. Explain the various methods of job evaluation.
7. What are the factors influencing compensation structure ? Explain.
8. Explain the principles and procedures for installing a sound incentive system.
9. Discuss the role of wage boards in fixation of wages.
10. Discuss :
  - a) Job analysis
  - b) Job specification
  - c) Job description.

## SECTION - B

Answer **any three** of the following. Each question carries eight marks. **(3×8=24)**

1. What is management by objectives ? What are its key features ?
2. What are the main objectives of employee compensation system ?
3. What are fringe benefits ? Explain the benefits of fringe benefits.
4. Explain briefly the classification of wage incentives.