



MS – 518

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. **(8×2=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. **(3×8=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.

P.T.O.



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.
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