

(i) Printed Pages : 2

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Exam. Code :

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Bachelor of Business Administration 6th Semester
(2053)

COMPENSATION MANAGEMENT

Paper : BBA-330

Time Allowed : Three Hours]

[Maximum Marks : 80

Note :— The question paper is divided into three Sections A, B and C. Attempt any **four** questions from Section–A, each question carries **5** marks. Attempt **two** questions each from Sections–B and C, each question carries **15** marks.

SECTION—A

1. Explain in brief the objectives of compensation management.
2. Write a note on Employee Stock Ownership.
3. Discuss briefly the characteristics or factors considered for Job Evaluation.
4. Write a short note on equity in employee benefits.
5. What benefits does the Profit Sharing Scheme provide to the organisation ?
6. Elaborate Broad Banding. 4×5=20

SECTION—B

7. What is the purpose of compensation and what factors are viewed for satisfaction ? Explain in detail.
8. Discuss the significance and applicability of the behavioural theories.
9. In what way can an organisation try to achieve a trade off between employee benefits and costs ? Can Economic theories help in this regard ? Explain.
10. Traditional performance appraisal system emphasizes on assessing the individual performance as an isolated factor. Briefly discuss the newer techniques of performance appraisal, mentioning how they can benefit an organisation in designing a suitable compensation structure.

15×2=30

SECTION—C

11. What is the significance of different executive compensation designs ? Briefly explain the class-wise benefits commonly offered to executives.
12. Write a detailed note on :
 - (a) Type of Fringe Benefits
 - (b) Retirement Benefits.
13. Explain giving suitable examples the new trends in the field of Compensation Management.
14. What do you mean by the incentive plans ? Characterize them. Also give a detailed account of the individual and the group incentive plans.

15×2=30