

2071

Bachelor of Business Administration
Sixth Semester
BBA-330: Compensation Management

Time allowed: 3 Hours

Max. Marks: 80

NOTE: Attempt four short answer type questions from Section-A. Attempt two questions each from Section B and C respectively.

x-x-x

Section- A

I. Attempt any four of the following:-

- a) Write the principles of compensation management.
- b) How is job evaluation important? Explain in brief.
- c) Compare process and the content theories.
- d) What do you understand by ESOP?
- e) What is the importance of gratuity and pension for an employee? Explain.
- f) What do you mean by Dearness Allowance? How is it calculated? (4x5)

Section - B

- II. Is compensation a new lofty word for wage and salary administration? Justify your answer with reasoning. (15)
- III. Discuss the features and techniques of job evaluation. (15)
- IV. Explain the behavioural theories of compensation and also state its limitations. (15)
- V. What do you understand by performance appraisal? Explain various ways through which the performance of an employee can be appraised. (15)

Section - C

VI. Write short notes on the following:-

- a) Skill based pay
- b) Competency based pay
- c) Broad banking (3x5)

P.T.O.

(2)

- VII. What are the latest trends in the field of compensation management? Explain in detail. (15)
- VIII. Explain various types of individual and group incentive plans. (15)
- IX. What do you understand by fringe benefits? Explain its objectives and types. (15)

x-x-x