

(i) Printed Pages: 2

Roll No.

(ii) Questions : 14

Sub. Code :

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Bachelor of Business Administration 6th Semester
(2040)

COMPENSATION MANAGEMENT

Paper—BBA 330.

Time Allowed : ~~Three Hours~~

[Maximum Marks : 80]

Note: Attempt 50% of Total Questions of Question Paper. Time: 2 Hours
All will carry equal marks. Fraction will be lower digit.

~~Carrying 5 marks each. Attempt two questions from each Section. Each question carries 15 marks.~~

SECTION—A

1. What is skill based pay ?
2. What are the benefits of using Employee Stock Ownership (ESOPs) as a compensation strategy for an employer and employee ?
3. Explain the difference between job enlargement and job-enrichment.
4. Enlist some errors that can occur while evaluating the performance of employees.
5. Explain the principles of job-evaluation.
6. Write a short note on broad banding.

SECTION—B

1. Discuss economic theories of compensation.
2. Explain different methods of job evaluation.
3. What are the various factors that affect compensation levels in an organisation ?
4. Write short notes on :
 - (a) Rating scales
 - (b) Forced choice method
 - (c) Forced distribution method
 - (d) Management by objectives.

SECTION—C

1. Explain the latest trends in compensation management.
2. What do you mean by Fringe benefits ? What are its objectives. Also explain various types of fringe benefits offered by employees in India.
3. Explain in detail the various forms of incentive plans offered by an employer in the compensation package.
4. Explain in brief profit sharing scheme of compensation. What are the benefits of using profit sharing schemes as a compensation strategy for an employer and employee ?