

100300

No. of Printed Pages : 2



**GS-535**

VI Semester B.B.A. Examination, May/June - 2019

**BUSINESS ADMINISTRATION**

**H.R - 6.6 : Elective Paper-IV : Compensation Management  
(CBCS) (Fresh+Repeaters) (2016-17 & onwards)**

Time : 3 Hours

Max. Marks : 70

**Instruction :** Answers should be written in English only.

**SECTION - A**

1. Answer **any five** questions from the following. Each question carries **two** marks. **5x2=10**
- (a) What is Job Evaluation ?
  - (b) Give the meaning of "Pay for Performance".
  - (c) What is Piece Rate System ?
  - (d) Give the meaning of Wages.
  - (e) What is Performance Appraisal ?
  - (f) What is Monetary and Non-monetary incentives ?
  - (g) What is Halsey premium plan ?

**SECTION - B**

Answer **any three** questions from the following. Each question carries **six** marks. **3x6=18**

- 2. What are the drawbacks of Job Evaluation ?
- 3. Name the methods used to calculate Dearness Allowance.
- 4. Explain the factors to be considered by MNC's for payment of wages.
- 5. Explain the three types of incentives.
- 6. List the Non-Financial rewards for sales people.

**P.T.O.**



SECTION - C

Answer any three questions from the following. Each question carries 14 marks. 3x14=42

- 7. Explain the components of compensation.
- 8. What is MBO ? What are the features, advantages and disadvantages of MBO.
- 9. Explain the theories of wages.
- 10. What is incentive plan ? Explain the advantages and disadvantages of incentive plan.
- 11. Explain the tools and techniques of Performance Appraisal.

- o o o -

SECTION - B

Answer any three questions from the following. Each question carries six marks.

- 1. What are the drawbacks of Job Evaluation ?
- 2. Name the methods used to calculate Dearness Allowance.
- 3. Explain the factors to be considered by MNC's for payment of wages.
- 4. Explain the three types of incentives.
- 5. List the Non-Financial rewards for sales people.