



UG – 372

VI Semester B.B.A. Examination, ⁴⁴Sept./Oct. 2022
(CBCS) (F+R) (2016-17 and Onwards)

BUSINESS ADMINISTRATION

Paper – HR-6.6 : Elective Paper – IV : Compensation Management

Time : 3 Hours

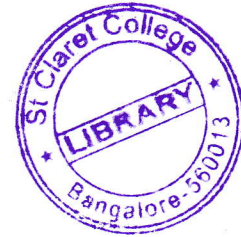
Max. Marks : 70

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

SECTION – A

I. Answer **any five** sub-questions. **Each** question carries **two** marks : (5×2=10)

- 1) a) Define job evaluation.
- b) What do you mean by job description ?
- c) What is over time wages ?
- d) Give the meaning of salary administration.
- e) What is profit sharing ?
- f) State any two objectives of international compensation.
- g) What are the components of 360 degree appraisal ?



SECTION – B

II. Answer **any three** questions. **Each** question carries **six** marks : (3×6=18)

- 2) What are the advantages of fringe benefits ?
- 3) Explain any 6 principles of wage and salary administration.
- 4) State the various objectives of performance appraisal.
- 5) Explain the non-financial rewards of sales personnel.
- 6) Write the importance of ideal wage plan.

P.T.O.



SECTION – C

III. Answer **any three** questions. **Each** question carries **fourteen** marks : **(3×14=42)**

- 7) Discuss the various methods of performance appraisal.
- 8) Explain the different classification of incentives.
- 9) Briefly explain the factors determining the wages and salary structure.
- 10) Discuss the compensation management system.
- 11) Describe the compensation management in multi-national organizations.

