

Roll No.

Total No. of Questions : 13]

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Paper ID [B0142]

(Please fill this Paper ID in OMR Sheet)

BBA (BB-905) (S05) (LE) (Sem. - 6th)

COMPENSATION MANAGEMENT

Time : 03 Hours

Maximum Marks : 75

Instruction to Candidates:

- 1) Section - A is **Compulsory**.
- 2) Attempt any **Nine** questions from Section - B.

Section - A

Q1)

(15 × 2 = 30)

- a) Explain the concept of merit pay.
- b) Describe the different managerial levels.
- c) State any two current issues in compensation management.
- d) What factors should be considered while fixing wage rates?
- e) What are short-term incentives?
- f) Explain benefits and services.
- g) What are the various incentive plans?
- h) Elaborate some non-financial motivators?
- i) Give some incentive plans/ideas for small employers.
- j) What is supplementary pay benefit?
- k) What is meant by dearness allowance?
- l) Give a note on fair wages.
- m) What do you understand by National Wage Policy?
- n) Outline the meaning of intra-industry compensation differentials.
- o) Discuss the difficulties encountered in fixing wages.

A-45

P.T.O.

Section - B

(9 × 5 = 45)

- Q2)** How can a compensation Programme adapt to accommodate professional employees?
- Q3)** Discuss the concept of equitable rewards and human motivation.
- Q4)** Write a note on money and motivation.
- Q5)** How does the economic environment affect compensation decisions?
- Q6)** Elaborate on the role of non-financial motivation techniques.
- Q7)** What aspects should be kept in mind while developing effective incentive plans?
- Q8)** State the typical insurance benefits provided to the employees of an organization.
- Q9)** Explain the various organization wide incentive plans.
- Q10)** Write a detailed note on quality circles. Suggest ways to improve effectiveness of quality circles.
- Q11)** Critically examine the National Wage Policy in India.
- Q12)** Discuss the latest comprehensive quality improvement programmes.
- Q13)** Give notes on:
- (a) Wage Differentials.
 - (b) Pay Commissions.

