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VI Semester B.B.A. Examination, September/October 2023

(CBCS Scheme) (F & R)

BUSINESS ADMINISTRATION

Paper – HR 6.6 : Compensation Management

Time : 3 Hours

Max. Marks : 70

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

SECTION – A

Answer **any five** questions. **Each** carries **two** marks.

(5×2=10)

1. a) State the meaning of performance appraisal.
- b) What do you mean by financial incentives ?
- c) State the meaning of bonus.
- d) What is intrinsic reward ?
- e) What are perquisites ?
- f) What do you mean by wage determination ?
- g) State the meaning of commission.

SECTION – B

Answer **any three** questions. **Each** carries **six** marks.

(3×6=18)

2. State the objectives of performance appraisal system.
3. Mention the objectives of fringe benefits.
4. Explain advantages of performance based pay system.
5. Write the importance of incentive system.
6. Write a short note on 'Halsey premium plan'.

P.T.O.



SECTION - C

Answer any three questions. Each carries fourteen marks. (3x14=42)

- 7. Write a detailed note on various methods of performance appraisal.
- 8. What are the factors influencing compensation structure ? Explain.
- 9. Explain types of reward programs under rewards and incentives.
- 10. Discuss the components of compensation system.
- 11. Describe the traditional and new techniques of job evaluation.



SECTION - B

Answer any three questions. Each carries six marks.

- 2. State the objectives of performance appraisal system.
- 3. Mention the objectives of fringe benefits.
- 4. Explain advantages of performance based pay system.
- 5. Write the importance of incentive system.
- 6. Write a short note on 'Halsey premium plan'.