

FACULTY OF COMMERCE & BUSINESS MANAGEMENT
BBA (Gen) CBCS III-Year (V-Semester) Regular Examinations, Dec-2022/Jan-2023
Compensation Management (HR)

Time: 3 Hours

Max Marks: 80

SECTION-A

(5×4=20 Marks)

Answer any Five questions from the following

1. Define Compensation.
2. Incentive Pay.
3. What is Job Analysis?
4. What are employ Benefits?
5. Flexible workers.
6. Team Based Pay.
7. What is a Skill block?
8. Write about Social Security Act of 1935.

SECTION-B

(5×12=60 Marks)

Answer all the following questions

9. (a) Write a detail description on the elements of core compensation.
(OR)
(b) What is intrinsic Compensation? Draw the figure that describes the influence of core job characteristics.
10. (a) What is merit pay? Discuss the possible limitations of merit pay programs.
(OR)
(b) What are the advantages and disadvantages of pay-for-knowledge pay programs?
11. (a) What is job Evaluation? Write the six steps in job evaluation process.
(OR)
(b) Write about compensation surveys.
12. (a) Discuss the role of Discretionary Benefits in Strategic compensation.
(OR).
(b) Explain about the Family and Medical Leave Act of 1993.
13. (a) Explain the main components of executive compensation.
(OR)
(b) Discuss the 3 prominent theories for setting up executive compensation.