

**2017**

**( October )**

**BUSINESS ADMINISTRATION**

**( Honours )**

**( Compensation Management )**

**[ BBAH-503 (HR) ]**

**Marks : 75**

**Time : 3 hours**

*The figures in the margin indicate full marks  
for the questions*

**UNIT—I**

1. (a) Examine the significance of compensation from the point of view of management and employees. 6
- (b) Explain the concepts of fair wage and living wage. 2+2=4
- (c) Identify the problems in linking wage with productivity. 5

**( Turn Over )**

( 2 )

Or

- (a) List out various methods of wage incentive payment. Discuss the relative advantages and disadvantages of each one of them. 8
- (b) Explain the principles and factors of wage determination. 3+4=7

UNIT—II

2. (a) Discuss the importance of job evaluation in compensation management. What are its limitations? 6+3=9
- (b) Explain the concept of wage differentials with suitable examples. 6

Or

- (a) What are the challenges being faced by organizations in designing compensation of employees? 7
- (b) Define compensation strategy. What aspects should be followed while formulating a compensation strategy? 3+5=8

( 3 )

UNIT—III

3. (a) Explain and differentiate between production bonus and efficiency bonus. 3+3=6
- (b) What are the requirements of a sound incentive plan? Explain wage incentives and non-wage incentives in brief. 3+3+3=9

Or

- (a) Describe the statutory fringe benefits applicable to employees in the Indian context. 6
- (b) What are the components of employee benefits? Explain the economic aspect of fringe benefits. 5+4=9

UNIT—IV

4. (a) Write the distinct features of a Wage Board. 7
- (b) How can performance appraisal be linked with compensation management? Explain. 8

Or

- (a) Write the features of the Seventh Pay Commission Report of the Government of India. 7
- (b) Discuss the role of HR department in wage and salary administration. 8

UNIT—V

5. (a) Discuss any two important methods of wage payments. Explain time rate and piece rate increments.  $3+3+3+3=12$
- (b) Explain the concept of wage deduction. 3

Or

- (a) Explain in detail the calculation of bonus under the Payment of Bonus Act, 1965. 8
- (b) Write a note on the legality of wage payment under the Minimum Wages Act, 1948. 7

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