

5/H-65 (xv)(b) (Syllabus-2015)

2 0 1 8

(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) How does better compensation lead to better products for consumers? 5
- (b) What is guaranteed minimum wage? Is guaranteed minimum wage helpful or harmful for the organization? Explain. 3+7

OR

2. If a person earns ₹ 1,000 p.m. in 2015 and if his present wage is ₹ 1,200 p.m. (2018), then what is the increase in his real wage (inflation is 8% for each year)? Is his present wage acceptable to the person? Explain your answer. 5+10

(2)

UNIT—II

3. Provide a detailed write-up on one modern method of job evaluation. 15

OR

4. If you were to design a salary package, what components would you add and why? 15

UNIT—III

5. (a) Explain profit sharing as an incentive plan. 10

- (b) How do non-wage incentives motivate employees? 5

OR

6. (a) Give examples to determine how fringe benefits differ according to the position of an employee. 10

- (b) Which benefits are provided to employees for security in old age? 5

UNIT—IV

7. (a) What are the main challenges faced by a compensation manager in India? 10

- (b) Explain any two roles of Pay Commissions in our country. 5

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(Continued)

(3)

OR

8. (a) How is different the approach adopted by Wage Boards and Pay Commissions when determining compensation? 10

- (b) Does the HR department have the final decision when determining compensation? Elaborate. 5

UNIT—V

9. (a) For what purposes can wage deductions be made from an employee's wages/salaries? 10

- (b) With regards to the Payment of Wages Act, 1926, list out the various clauses relating to how, when and how often wages should be paid. 5

OR

10. (a) Explain, in detail, SET-ON and SET-OFF provisions in the Payment of Bonus Act, 1965. 10

- (b) Who is responsible for determining minimum wages? How many types of minimum wages should be set? 1+4

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