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End Semester Examination, December 2024
BBA(H) Research – Vth Semester
COMPENSATION MANAGEMENT (SMMC607A)

Time: 2.5 hrs.

Max Marks: **50**

Note: ***All Questions are compulsory. Marks are indicated against each question.***

PART-A

- Q.1 Attempt any 5 questions out of the following:
- (a) Recall and define the concept of compensation management. [CO-1] [L-1] **2**
 - (b) Explain the criteria for wage fixation. [CO-1] [L-2] **2**
 - (c) Identify and outline the key components of a compensation system? [CO-1] [L-3] **2**
 - (d) Analyze the influence of cultural factors on compensation practices. [CO-1] [L-4] **2**
 - (e) Identify the main compensation philosophies [CO-1] [L-3] **2**
 - (f) List the theories of wages and their implications. [CO-1] [L-1] **2**
 - (g) Evaluate and enlist the different approaches to compensation. [CO-1] [L-5] **2**

2x5

PART-B

*Each question has an internal choice. Students are required to answer only **one** question from each pair:*

- Q.2 Apply the principles of job evaluation systems to develop a compensation strategy that enhances organizational competitive advantage. [CO-2] [L-5] **10**

OR

Analyze various factors influencing compensation planning and propose strategies for integrating individual and group incentive plans effectively. [CO-2] [L-4] **10**

- Q.3 Assess the Maslow's motivational theory. [CO-3] [L-4] **10**

OR

Explain a compensation policy w.r.t internal and external equity, and justify how can an organization guarantee both kinds of pay equity [CO-3] [L-2] **10**

- Q.4 Analyse different pay-per performance models, highlighting its pros and cons. [CO-4] [L-4] **10**

OR

Evaluate different retirement plans and their impact on employee retention and satisfaction. [CO- 4] [L-5] **10**

Q.5 Describe pay structure for gig workers: a special workforce segment. [CO-5] [L-2] **10**

OR

Apply the concept of fringe benefits and discuss its distinctive types. [CO- 5] [L-3] **10**