

2012

Bachelor of Commerce (Hons.)

Fifth Semester

BCH-509: Management Studies: Compensation Management

Time allowed: 3 Hours

Max. Marks: 80

NOTE: Attempt four short answer type questions from Section-A. Attempt two questions each from Section B and C respectively.

x-x-x

Section – A1. Attempt any four of the following:-

- a) What do you mean by Compensation Strategy?
- b) Role of compensation in a knowledge based world.
- c) What are fringe benefits?
- d) Elaborate profit sharing schemes.
- e) What are benefits of Tax efficient compensation package ?
- f) What do you meant by international compensation management? (4x5)

Section – B

- II. What is compensation management? Discuss various theories of compensation. (15)
- III. What is job evaluation? Discuss its methods. Also explain the drawbacks of job evaluation. (15)
- IV. Discuss the objectives of compensation design? Also describe the challenges faced during designing compensation plan. (15)
- V. Define strategic compensation plan. Explain its importance with contest to the organizational performance. (15)

Section – C

- VI. Discuss 'Salary' as a component of compensation. What are the various wage incentive plans offered to the employees? (15)

P.T.O.

(2)

- VII. Give short notes on:-
- a) Pay roll accounting
 - b) Scope of the 'Payment of Wages Act'
 - c) Retirement benefits (3x5)
- VIII. Describe the provisions of the payment of Gratuity Act, 1972 relating to the recovery of Gratuity and time limit for the payment of Gratuity. (15)
- IX. Discuss the provisions available to an 'employee' under the Workmen's Compensation Act, 1923. (15)

x-x-x