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GIET UNIVERSITY, GUNUPUR – 765022
B. B. A (Fifth Semester) Examinations, December' 2022
20BBA505HR - Compensation and Benefits Management

Time: 3 hrs.

Maximum: 70 Marks

The figures in the right hand margin indicate marks.

PART – A: (Multiple Choice Questions)**(1 x 10 = 10 Marks)****Q. 1 Answer ALL questions**

- a. Which is perquisite out of following?
 - (i) Club membership
 - (ii) Provident Fund
 - (iii) Medical allowance
 - (iv) Group insurance
- b. Non monetary incentives are called
 - (i) Wages
 - (ii) Fringe benefits
 - (iii) Salaries
 - (iv) Allowances
- c. _____ is fixed on the basis of change in consumer price index.
 - (i) Dearness Allowance
 - (ii) Fringe
 - (iii) Basic
 - (iv) Bonus
- d. Which of the following wage plan assures minimum wage to the workers
 - (i) Halsey plan
 - (ii) Straight piece rate with a guaranteed base wage
 - (iii) Differential piece rate system
 - (iv) All of the above
- e. Time wages are paid on basis of
 - (i) An hour
 - (ii) A week
 - (iii) A day
 - (iv) Any of the above
- f. Which is not the objective of Compensation?
 - (i) To establish equity
 - (ii) To control cost
 - (iii) To improve employee efficiency
 - (iv) To comply with illegal regulation
- g. Which of the following option is a component of remuneration?
 - (i) Fringe benefits
 - (ii) External equity
 - (iii) Commitment
 - (iv) Motivation
- h. Following is a type of incentive
 - (i) Financial incentive
 - (ii) Semi financial incentive
 - (iii) Non financial incentive
 - (iv) All of the above
- i. What is the alternate name for incentives?
 - (i) Gratuity
 - (ii) Payments by result
 - (iii) Paid holidays
 - (iv) None of the above
- j. Payment of Wages Act, _____
 - (i) 1936
 - (ii) 1976
 - (iii) 1948
 - (iv) 1965

PART – B: (Short Answer Questions)**(2 x 10 = 20 Marks)**Q.2. Answer **ALL** questions

- a. Write the need of direct compensation in organisation.
- b. Examine the need of reward in service sector?
- c. Illustrate the components of pay structure?
- d. Write the concept of Retirement benefits.
- e. Define skill based pay.
- f. State the concept of Consumer Price Index.
- g. Differentiate between Job Description and Job specification.
- h. Discuss the concept of Indirect compensation.
- i. Enlist the role of word wage board in wage fixation?
- j. State the role of Fringe benefits.

PART – C: (Long Answer Questions)**(10 x 4 = 40 Marks)**Answer **ALL** questionsMarks

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| 3.a. Discuss the criteria for setting the Executive Remuneration. | 5 |
| b. State the compensation policies and what are the factors influencing compensation structure. | 5 |
| (OR) | |
| c. Explain the concept of minimum, fair and living wages. | 5 |
| d. Discuss the future trend of Compensation. | 5 |
| 4.a. Briefly explain the components of Compensation. | 5 |
| b. Explain the methods of wage payment. | 5 |
| (OR) | |
| c. Define Dearness allowance and explain types of Dearness allowance. | 5 |
| d. Write the importance of Job analysis in Compensation management. | 5 |
| 5.a. Explain the reasons for high executive compensation. | 5 |
| b. Define Broad banding. Discuss the advantages and disadvantages of broad banding. | 5 |
| (OR) | |
| c. Compare and contrast Time wage method and Piece Rate method of determining wages. | 5 |
| d. Enumerate the principal objective of wage and salary administration? | 5 |
| 6.a. Write short notes on: Direct Compensation | 5 |
| b. Highlight the importance and objectives of Compensation management. | 5 |
| (OR) | |
| c. Write short notes on: Pay grades | 5 |
| d. List out the management responsibilities regarding the compensation management programme? | 5 |

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