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GIET UNIVERSITY, GUNUPUR – 765022
 B. B. A (Fifth Semester) Examinations, November – 2023
21BBAHR35005 – Compensation Benefit Management

Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. State two importance of compensation management.	CO1	K2
b. Differentiate between salary and wage.	CO2	K3
c. State the meaning of incremental system.	CO2	K2
d. Define industrial dearness allowance.	CO2	K2
e. List the components of executive remuneration.	CO3	K2
f. Define managerial remuneration.	CO4	K2
g. Define wage fixation.	CO4	K2
h. Explain Who uses broad banding.	CO5	K3
i. Identify the two roles of HR department in compensation administration.	CO5	K3
j. State the advantages of National Commission on Labour-2.	CO5	K2

PART – B**(8 x 5 = 40 Marks)**Answer **ALL** the questions

	Marks	CO #	Blooms Level
2. a. State the components of compensation.	8	CO1	K2
(OR)			
b. Explain the compensation management and explain its scope.	8	CO2	K3
3.a. Define dearness allowance and explain its types.	8	CO2	K2
(OR)			
b. Discuss fringe benefits and explain its features and objectives.	8	CO3	K3
4.a. State the meaning of executive compensation and what are the criteria of fixing it.	8	CO3	K2
(OR)			
b. Why managers should be paid more? Justify.	8	CO4	K4
5.a. Define wage differentials and what are the key factors affecting it.	8	CO4	K2
(OR)			
b. Define broad banding and state the advantages and disadvantages.	8	CO5	K2
6.a. Explain the roles & responsibilities of the HR dept. in managing compensation.	8	CO5	K3
(OR)			
b. Explain the recommendations of the national commission on labour law 2.	8	CO5	K2

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