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GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)

B. B. A (Fifth Semester) Examinations, November-2024

21BBAHR35005 - Compensation and Benefits 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. Define compensation management.	CO1	K1
b. Differentiate between salary and wage.	CO1	K1
c. Define fringe benefits.	CO2	K1
d. State the meaning of incremental system.	CO2	K1
e. List out the components of executive remuneration.	CO3	K1
f. Write any two factors affecting executive compensation.	CO3	K1
g. Define collective bargaining.	CO4	K1
h. State the types of wage differentials.	CO4	K1
i. State the advantages of National Commission on Labour-2.	CO5	K1
j. Identify the two roles of HR department in compensation administration.	CO5	K1

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

	Marks	CO #	Blooms Level
2. a. Discuss the scope of compensation management.	8	CO1	K3
(OR)			
b. Explain the concept of CTC and how it is different from take home pay?	8	CO1	K3
3.a. Discuss wage structure and what are its components?	8	CO2	K4
(OR)			
b. Define VDA and how to calculate it?(with example)	8	CO2	K3
4.a. State the meaning of executive compensation and Identify the criteria for fixing it?	8	CO3	K4
(OR)			
b. Discuss the process of setting executive compensation? Why managers should be paid more? Justify	8	CO3	K5
5.a. Define broad banding and state the advantages and disadvantages?	8	CO4	K3
(OR)			
b. Describe the factors affecting Salary on a Pay Grade?	4	CO4	K4
c. Briefly explain the factors influencing wage determination?	4	CO5	K4
6.a. Identify the various challenges of compensation management in MNCs?	8	CO5	K5
(OR)			
b. Find out the impact of globalization on compensation?	8	CO5	K5

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