

Name. _____		Printed Pages:01		
Student Admn. No.: _____				
School of Finance & Commerce Backlog Examination, June 2023 [Programme: B.Com Hons.] [Semester: VI] [Batch:2019-22]				
Course Title: BCOM3049		Max Marks: 100		
Course Code: Compensation Management		Time: 3 Hrs.		
Instructions:	1. All questions are compulsory. 2. Assume missing data suitably, if any.			
		K Level	COs	Marks
SECTION-A (15 Marks)		5 Marks each		
1.	Give the meaning of compensation management.	K1	CO1	5
2.	Differentiate between job analysis and job evaluation.	K2	CO2	5
3.	Explain team rewards with example.	K1	CO5	5
SECTION-B (40 Marks)		10 Marks each		
4.	Discuss the basic purpose behind the establishment of a sound Compensation and Reward administration system in the organizations?	K3	CO1	10
5.	Discuss the current trends in compensation with reference to Indian economy.	K3	CO2	10
6.	Distinguish between job analysis and job evaluation.	K4	CO3	10
7.	Elaborate the concept of financial and non-financial rewards with their illustrations. OR Discuss how to measure cost-to-company.	K4	CO4	10
SECTION-C (45 Marks)		15 Marks each		
8.	Do you think economic theories are relevant to compensation management in contemporary time? Discuss in light of any three economic theories.	K5	CO3	15
9.	Explain the main provisions under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.	K4	CP4	15
10	Explain the various labor legislation on compensation & benefits. OR Describe the concept of international pay? Explain the factors that should be kept in mind so as to determine the international pay.	K4	CO5	15