

2031

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 – AI. Attempt any four of the following:-

- a) Explain the significance of compensation management
- b) Differentiate Job-grading V/s Job Design
- c) Elaborate non-monetary rewards
- d) Explain dearness allowances as a component of compensation
- e) Discuss gratuity as a component of Retirement benefits
- f) Define tax efficient compensation package

(4x5)

Section – B

- II. 'Job evaluation is not same as pay determination'. Evaluate the statement with examples. (15)
- III. Discuss economic theories of executive compensation. (15)
- IV. Elaborate various compensation policies in India. (15)
- V. Discuss the various types of fringe benefits offered by employees in India. (15)

Section – C

- VI. Discuss various components and approaches of international compensation management. (15)
- VII. Explain the provisions of Workmen's Compensation Act. (15)
- VIII. Elaborate various components of executive compensation. (15)
- IX. Discuss the main provisions relating to deductions in the 'Payment of Wages Act'. (15)

x-x-x