

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.
(For candidates admitted during the academic year 2019-20 and thereafter)

SUBJECT CODE: 19ID/IC/CM55

B.COM./B.B.A DEGREE END SEMESTER EXAMINATION NOVEMBER 2022
CORPORATE SECRETARYSHIP/BUSINESS ADMINISTRATION
FIFTH SEMESTER

COURSE : INTERDISCIPLINARY – CORE
PAPER : COMPENSATION MANAGEMENT
TIME : 3 HOURS

MAX. MARKS: 100

SECTION - A

ANSWER ALL QUESTIONS:

(10 x 2 = 20)

1. Who is a White Collar Employee?
2. What is an Incentive?
3. Define Flat Rate
4. Write a note on Fringe Benefits.
5. What are the components of Compensation?
6. What is Job evaluation?
7. What is Strategic Compensation Planning?
8. State any four principles of wage administration.
9. What is meant by Principle of Equal pay?
10. What is partial Disablement?

SECTION - B

ANSWER ANY FIVE QUESTIONS:

(5 x 8 = 40)

11. Explain the characteristics of a Sound Incentive Plan.
12. Discuss the steps to create a strategic Compensation.
13. Elucidate the process of Job Evaluation.
14. Explain the procedure relating to Computation of Compensation as per Workmen's compensation Act, 1923.
15. Write in detail the methods of wage payments.
16. What is Merit Rate? Explain the advantages and disadvantage of it.
17. Explain the principles of wage and salary administration.
18. Discuss the objectives of Fringe benefits.

SECTION – C

ANSWER ANY TWO QUESTIONS:

(2 x 20 = 40)

19. Enumerate the methods of Job evaluation.
20. Explain the different types of Incentive plans.
21. Discuss the rules regarding Employees Compensation.
22. Explain the factors determining wages.
