

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.
(For candidates admitted during the academic year 2019-2020 and thereafter)

B.COM./B.B.A DEGREE END SEMESTER EXAMINATION NOVEMBER 2023
CORPORATE SECRETARYSHIP/BUSINESS ADMINISTRATION
FIFTH SEMESTER

COURSE : INTERDISCIPLINARY – CORE
PAPER : COMPENSATION MANAGEMENT
SUBJECT CODE : 19ID/IC/CM55
TIME : 3 HOURS **MAX. MARKS: 100**

SECTION - A

ANSWER ALL QUESTIONS: **(10 x 2 = 20)**

1. Define Compensation Management.
2. What is Fair Wage?
3. Explain Job Evaluation.
4. Write a note on Principles of Equal Pay for Equal Work.
5. List the types of Fringe Benefits
6. What do you mean by Strategic Compensation Planning?
7. Differentiate between Blue Collar and White-Collar Employee.
8. What is the need for Wage Policy?
9. List out the objectives of Workmen's Compensation Act,1923
10. Define Dependent.

SECTION - B

ANSWER ANY FIVE QUESTIONS: **(5 x 8 = 40)**

11. Explain the Theories of Wages.
12. Describe the objectives of Job Evaluation.
13. Discuss the importance of Compensation Strategy in an organization.
14. What is Flat Rate? Elucidate the advantage and disadvantage of Flat rate
15. What are Wage Surveys? Explain the process of Wage Survey.
16. Explain the components of wages.
17. Discuss the scope of Workmen's Compensation Act,1923..

SECTION – C

ANSWER ANY TWO QUESTIONS: **(2 x 20 = 40)**

18. Explain the various methods of Job Evaluation.
19. Enumerate the types of Incentive Plan.
20. Discuss the factors determining Compensation.
21. Elucidate the types of Wages.
