

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

B.B.A/B.Com.(BFE) / B.Com (CS) DEGREE
END SEMESTER EXAMINATION NOVEMBER 2024
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. What is Wage and Salary Administration?
2. Write a note on Minimum Wage.
3. Explain External Competitiveness.
4. List any four objectives of Job Evaluation.
5. Write a note on Fringe Benefits.
6. State any two advantages of Merrick's Multiple Piece Rate Plan.
7. Differentiate between Blue Collar and White-Collar Employee.
8. List out the goals for a Strategic Compensation Policy.
9. Define Total Disablement.
10. State the scope of worker's Compensation Act, 1923.

SECTION – B

ANSWER ANY FIVE QUESTIONS NOT TO EXCEED 500 WORDS:

(5 x 8 =40)

11. Explain the Theories of Wages.
12. Describe the principles of Wage Administration.
13. State the advantage of Job Evaluation.
14. Elucidate the characteristics of a sound Incentive Plan.
15. What is Flat rate? Explain the advantages of Flat rate.
16. Enumerate the ways to develop a Total Compensation Strategy.
17. Discuss rules regarding Employee Compensation.

SECTION – C

ANSWER ANY TWO QUESTIONS NOT TO EXCEED 1200 WORDS:

(2 x 20 =40)

18. Elucidate the factors affecting Wage and Salary Administration.
19. Explain the various methods of Job Evaluation.
20. Enumerate the types of Incentive Plan.
21. Describe the coverage and claim under Workmen Compensation Act, 1923
