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Register Number:

DATE:

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27**

**BBA/BBASF – VI SEMESTER**

**SEMESTER EXAMINATION: APRIL 2022**

**EXAMINATION CONDUCTED IN JULY - AUGUST 2022**

**BBA DEH 6519 - Compensation Management**

Time-21/2 hrs Max Marks-70

**This paper contains \_\_\_\_\_printed pages and four parts**

**Section A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. What do you mean by Compensation Management?
2. What does Towers Perrin Total Rewards Model refer to?
3. What is Hay Point method
4. What is Wage fixation
5. Abbreviate BBOP
6. State the benefits for Contingent workers

**Section B**

**II.** Answer ***any three*** of the following (**3x5 = 15 Marks)**

1. What is an Incentive? Explain the Short-term and Long-term Incentives
2. Explain the Virtuous and Vicious circles with a diagram
3. Describe the Values of Employee benefits in detail
4. What is Wage Payment? Give the differences between Salary and Wages

**Section C**

**III.** Answer ***any two*** of the following (**2x15 = 30 Marks)**

1. Discuss about the Job analysis and Job evaluation Methods.
2. Elaborate on Performance pay plans.
3. Explore on the Theories of Wages.

**Section D**

**III. Answer the following (1x15=15 Marks)**

1. An international consulting firm was experiencing unacceptably high levels of turnover among its technology professionals. A number of outside factors contributed to the problem. Tax laws, investment credits, and rapid industrial growth in the area of information technology created a demand for talent that outstripped the current supply. Large, established employers of technology professionals face competition for business and talent from nimble, aggressive start-up companies offering unique value propositions.

A deteriorating cycle developed as employees left and existing client teams shouldered the burden. This threatened the quality of work and caused a decline in employee morale. Turnover management challenges ensued. A great deal of divergence existed among the senior leadership about solutions to the problem. In order to achieve better alignment between business and employee needs, the firm wanted to examine the rewards and development strategies for its technology professionals.

**Questions:**

1. Comment on the suitable career strategy.
2. Give a suitable suggestion that how the team should successfully plan towards an organization’s performance through compensation structure.
3. Give your views on the rewards and development strategy for the organization