

**ST. JOSEPH'S COLLEGE (AUTONOMOUS) BENGALURU-27
MID SEMESTER EXAMINATION - AUGUST 2019
B.COM / BBA - V SEMESTER
BCDEH5516: COMPENSATION MANAGEMENT**

TIME: 1 Hour

MAX. MARKS: 30 Marks

SECTION A

Answer any FIVE of the following questions. Each question carries two marks. (5x2=10)

- 1) Define compensation.
- 2) Mention any four elements of indirect compensation.
- 3) Difference between salary and wages.
- 4) State the steps in the process of compensation design.
- 5) Mention types of bonus.
- 6) What is ESOP?
- 7) What is the 3Ps approach to compensation management?

SECTION B

Answer any TWO of the following questions. Each question carries five marks. (2x5=10)

- 8) Explain the objectives of the compensation management in an organization.
- 9) Explain two individual incentive schemes.
- 10) Mention the factors considered in deciding the compensation.

SECTION C

Answer the following compulsory question. The question carries ten marks. (1x10=10)

- 11) Discuss any four Economic theories of wages.

***** End of Question Paper *****