

No. of Printed Pages : 03

Roll No. ....

**JJ496**

**B.M.S./M.B.A. EXAMINATION, May 2019**

(Tenth Semester)

(B. Scheme) (Main & Re-appear)

(5 Years Integrated)

(BMS-MBA)

MBIHRM02

COMPENSATION MANAGEMENT

*Time : 3 Hours]*

*[Maximum Marks : 70*

---

Before answering the question-paper candidates should ensure that they have been supplied to correct and complete question-paper. No complaint, in this regard, will be entertained after the examination.

---

**Note :** Attempt *Five* questions in all, selecting at least *one* question from each Unit. All questions carry equal marks.

(2-17/20) M-JJ496

**P.T.O.**

### **Unit I**

1. What do you mean by compensation ? Discuss in detail the economic and behavioural theories of compensation. **14**
2. Discuss in detail compensation policy of an organisation. **14**

### **Unit II**

3. Write short notes on the following :
  - (a) Internal and external equities in compensation
  - (b) Pay Structure. **7 each**
4. Discuss in detail various components of compensation package. **14**

### **Unit III**

5. Explain in detail various components of compensation package. **14**

6. Write short notes on the following :

- (a) Compensation of Professionals and Knowledge Workers
- (b) International Compensation. **7 each**

### **Unit IV**

7. What are wage boards ? Also explain importance and functions of wage boards in detail. **14**
8. Discuss in detail the role of trade unions in Compensation Management and Pay Commissions. **14**