

Semester End Assessment June 2022

Programme: B.COM

Subject: Commerce

Course Code: UCOG146

Course Title: Compensation Management

Semester: IV

Time: 2 hours

Max. Marks: 80

Instructions:

1. *The question paper contains 6 questions*
2. *All questions are compulsory*
3. *Answer Q.1 & Q.2 in not more than 100 words*
4. *Answer Q.3 to Q.6 in not more than 400 words*
5. *Figures to the right in brackets indicate maximum marks*

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- Q. No. 1 Write a short note on **any four** of the following (4 X 4 = 16)
- a Performance Evaluation.
 - b Four characteristics of Job Evaluation.
 - c Equity Theory.
 - d Four Guiding Principles of national wage policy.
 - e Set On & Set Off.
 - f State the duties of the employer regarding the payment of bonus.
- Q. No. 2 Write a short note on **any four** of the following (4 X 4 = 16)
- I Explain in brief Dearness Allowance and its types.
 - II Explain the Factors in setting Basic Pay.
 - III Fringe Benefits & Retirement Benefits.
 - IV Taylor Incentive Plan.
 - V Advantages of Job Evaluation.
 - VI Objectives of Workmen's Compensation Act 1923.
- Q. No. 3 Answer **any one** of the following (1 X 12 = 12)
- A Explain any Six Principles of Compensation Management.
 - B Distinguish between Job Evaluation and Performance Appraisal.