BBA
Fifth Semester
Compensation Benefit
(BBA-24A)

Duration: 3Hrs.

Full Marks: 70

Part-A (Objective) =20
Part-B (Descriptive) =50

(PART-B: Descriptive)

Duration: 2 hrs. 40 mins.

Marks: 50

Answer any *four* from *Question no.* 2 to 8
***Question no.* 1 is compulsory.**

1. Explain the components of current core compensation and deferred core
   compensation.   5+5=10

2. Define :   2×5=10

   a. Stock option   b. Bonus

   c. Stock grant   d. Golden parachute

   e. Executive

3. Write a short note on: 2×5=10

   a. Gain sharing plans   b. Profit sharing plan

   c. Perquisites   d. Seniority pays

   e. Base pay

4. Differentiate between fix and variable pay. Write the importance of flexible
   workforce in an organization. Write the issues of sales workforce.   3+4+3=10

5. Define employee compensation, its objectives and importance in an organization.
   3+3+4=10

6. Write the components of employee Compensation. Write the elements of
   compensation in the workplace.   5+5=10

7. What is the purpose and requirement of incentive plans in an organization. What are the factors for determination of wages and salary in an organization? Differentiate between individual and team compensation.   3+4+3=10

8. Explain :

   a) Cost of living adjustment, fringe benefits, merit pay and skill based pay.
                                                                    2+3+2+3=10

****

BBA
Fifth Semester
Compensation Benefit
(BBA-24A)

Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

1. Fill up the blanks : 1×5=5

a) _____ Compensation represents employees' critical psychological states that result from performing their jobs.

b) _____ Compensation includes both monetary and non monetary rewards.

c) _____ Variety is the degree to which the job requires the person to perform different tasks and involves different skills, abilities, and talents.

d) Task _____ is the degree to which a job enables a person to complete an entire job from start to finish.

e) Task _____ is the degree to which the job has an impact on the lives or work of other people.

2. State true or false.: 1×5=5

a) Feedback is the degree to which the job or employer provides the employee with clear and direct information about job outcomes and performance.

b) Autonomy is the amount of freedom, independence, and discretion the employee enjoys in determining how to perform the job.

c) Employees receive merit pay, or money for performing their jobs.

d) Seniority pay systems reward employees with periodic additions to base pay according to employees' length of service in performing their jobs.

e) Cost of living adjustments represent periodic base pay increases that are based on changes in prices as indexed by the consumer price index.

3.Answer the following from the given options.:   1×10=10

i)_____ pay programs assume that employees' compensation over time should be determined , at least impart , by differences in job performance

  a) Merit   b) incentive   c) skill   d) base

ii)_____ based pay used mostly for employees who perform physical work, increases these worker's pay as they master new skills.

  a) Skill based   b) merit   c) seniority   d) task

iii)Accurate _____ appraisals are key to effective merit pay programs.

  a) Survey   b)range   c)profit   d) performance

iv)Compensation _____ collect and then analyze competitor's compensation data.

  a) Surveys   b) range   c) payment   d) incentive

v)Pay _____ include minimum, maximum and midpoint pay rates.

  a) Range   b) rate   c) grade   d) survey

vi)Pay _____ and pay ranges are structural features of pay structures.

  a) Range   b) grade   c) surveys   d) rate

vii)The _____ plan ties bonuses to executives' performance.

  a) Target   b) marginal   c) cash   d) pay

viii)Current profit sharing plans provide cash to employees' as part of their _____ core compensation.

  a) Irregular   b) Regular   c) job   d) bonus

ix)_____profit sharing plans are not taxed until the employee begins to make with drawals during retirement.

  a) Deferred   b) Compensation   c) core   d) payment

x)Stock _____ is a company's offering of stock to an employee.

  a) Target   b) Grant   c) offer   d) hallmark

****