

(i) Printed Pages : 3]

Roll No. ....

(ii) Questions : 14]

Sub. Code : 

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Exam. Code : 

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**Bachelor of Commerce 5th Semester  
(Hons.) Examination**

**1127**

**MANAGEMENT STUDIES : COMPENSATION  
MANAGEMENT**

**Paper : BCH-509**

**Time : 3 Hours]**

**[Max. Marks : 80**

- Note* :- (i) Attempt any *four* questions from Section A.  
(ii) Attempt any *two* questions from Section B.  
(iii) Attempt any *two* questions from Section C.

**Section-A**

5 each

1. What are the principles of Compensation Management ?
2. Explain different types of rewards in compensation management.
3. Discuss various profit sharing schemes.

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Turn Over

4. Discuss the provisions regarding payment of gratuity under Payment of Gratuity Act, 1972.
5. Explain tax efficient compensation package.
6. Discuss stages of performance evaluation in detail to decide compensation.

**Section-B** 15 each

7. Write a detailed note on compensation management. State how compensation is decided in knowledge based world ?
8. What are foundations of compensation ? How these foundations affect the decision of compensation management in an organization ?
9. State the importance of employee's compensation. Discuss in detail the importance and challenges of compensation design in India.
10. Write a detailed note on monetary rewards in compensation management with special reference to modern organizations.

**Section-C** 15 each

11. Discuss in detail various components of compensation in Indian organizations.

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12. What do you mean by Payroll Accounting ? Explain the importance of Payroll Accounting in tax planning.
13. Discuss various components and approaches of International Compensation Management in detail.
14. State briefly the provisions stated under Workmen Compensation Act.

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