

GOVERNMENT COLLEGE OF COMMERCE & ECONOMICS
BORDA, MARGAO GOA
B. Com. (Sem. IV) SEMESTER END EXAMINATION, JULY 2021
(Under OS-1 COVID-19 pandemic)

GE6 – Compensation Management

Duration	Answering	02 Hours	Max. Marks: 40	No. of Pages:01
	Online Submission:	01 Hour		

Instructions: (i) All Questions are compulsory.

(ii) Figures to the right indicate full marks.

(iii) Students need to submit **Handwritten** answer paper scanned in whiteboard mode in a single PDF file only.

Q. 1. Answer the following questions (Any 5 out of 8) (5 X 2 = 10 Marks)

- a. Explain the concept of monetary compensation.
- b. Why job grading is important?
- c. What is Strategic Compensation?
- d. Write any two objective of the Minimum Wages Act
- e. Write short note on Gratuity.
- f. Explain Maternity benefit.
- g. Write short note on profit sharing schemes.
- h. Briefly explain Payroll Accounting

Q. 2. Answer the following questions (Any 6 out of 8) (6 X 5 = 30 Marks)

- a) Explain any four objectives of compensation.
- b) What is the process of performance evaluation?
- c) Explain Payment of Wages Act.
- d) Explain Payment of Bonus Act
- e) Explain four benefits of Employees' State Insurance Act, 1948
- f) Explain four types of Provident Fund.
- g) Explain Components of an International Compensation Package.
- h) Explain any four advantages of Computerized Payroll System
