****

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27**

**BBA/BBASF – VI SEMESTER**

**SEMESTER EXAMINATION: APRIL 2023**

**(Examination conducted in May 2023)**

**BBADEH6519 - COMPENSATION MANAGEMENT**

**(For current batch students only)**

Time- 2 ½ hrs Max Marks-70

**This paper contains 2 printed pages and four parts**

**PART - A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. Define Compensation Management.
2. Mention any four types of Compensation strategies.
3. What is Internal Alignment?
4. What do you mean by Job Analysis?
5. Give the meaning of Wage and Salary administration.
6. Expand ESOP and BBOP

**PART - B**

**II.** Answer ***any three*** of the following (**3x5 = 15 Marks)**

1. Explain how compensation strategy can support organisation strategy and also explain how it can be linked with HR strategy.
2. Differentiate between salary and wages
3. Explain why internal alignment is important in compensation
4. Enunciate the benefits for Contingent Workers

**PART - C**

**III.** Answer ***any two*** of the following (**2x15 = 30 Marks)**

1. Discuss the Economic theory of wages
2. Explain in detail the important benefits of employees
3. Discuss in brief the theories that guide internal structures

**PART - D**

**IV. Answer the following: (1x15=15 Marks)**

1. Employees of SVS Pharmaceuticals were worried lot. With the news that the company was going to merge with Vindhya Pharma, all of them were worried about what would happen to their jobs, and the other benefits as a result of the merger. There were all kinds of rumors regarding layoffs and reduction in pay and benefits. Vindhya Pharma was a leading firm with operations spread across Asia and Europe. SVS Pharmaceuticals had a strong hold in marketing and distribution in India, and so it was considered to be a merger of equals. Amid all the confusion, the employees received a message that the CEO would like to address them regarding the merger.
2. What is your opinion regarding the case. **(5 Marks)**
3. Is it necessary for the company to go for the merger **(5 Marks)**
4. Suggest a best solution for the company to go ahead in the future **(5 Marks)**