

International Islamic University Chittagong.
Department of Business Administration.
Program: BBA.
Final Examination: Autumn-2018
Course Title: Compensation Management (HRM-4810)

Time: **2.5hours**

Full Marks: **50**

N.B:- Answer any **five** questions. Figures in the right margin indicate full marks. All parts of each question must be answered **sequentially**.

1. a) What types of behaviors are expected by employers? Explain how ability and motivation helps to ensure these behaviors? 05
b) Critically examine with some general and special evidences that compensation influence employee's behavior. 05
2. a) Define incentive pay. Briefly explain the types of group incentive plans. 05
b) What is group incentive plans? Describe the advantages and disadvantages of individual incentive plans. 05
3. a) Briefly explain the role of performance appraisal in compensation decision. 05
b) Define merit pay with example. Briefly explain the guidelines to avoid common errors in performance appraisal. 05
- 4.a) What are the components of wage and benefits structure? Explain. 05
b) Describe the key considerable factors for determining employee benefits? 05
- 5.a) Explain the unions' attitude towards new pension scheme. 05
b) Explain the role of trade unions on wage and salary policies and practices. 05
6. a) Effective rewards should have certain qualities-what are they? Discuss each of them with suitable example. 05
b) Critically discuss the incentive systems practiced by the organizations now -a - 05
days.
7. Write short notes on: 2.5*4
a) Gain sharing plan. =10
b) Fringe benefit.
c) Pay for knowledge plan.
d) Union and the new pension scheme