

**B.V. Patel Institute of Business Management, Computer & Information Technology**  
**Uka Tarsadia University**  
**2<sup>nd</sup> Internal Examination, BBA5<sup>th</sup> Semester**  
**030030524 - DSE3: Compensation Management**

**Date: 11/10/2017**

**Marks: 50**

**Time: 2 hrs.**

**Q-1 Answer the following. (Any Five)**

**[10]**

1. List the prerequisites of a variable pay plan.
2. Which are the common perks used for executives in organization?
3. List any four dimensions of non-compensation system which given by Henderson.
4. List any four factors which affect the successful variable pay plan.
5. Explain any one advantage of group incentive.
6. Give the full form of EPF, EPS and GEPS

**Q-2 Answer the following. (Any Two)**

**[20]**

1. According to you, which factor is most important while analyzing variables pay plan?
2. Why should managers be paid more? Explain.
3. Design social security's scheme for your organization.

**Q-3 Answer the following in detail. (Any Two)**

**[20]**

1. Define incentive. Discuss merits and demerits of incentives.
2. Discuss variable plan and also discuss facilitator of variable plan.
3. Discuss methodologies-cum-strategies for managerial compensation in detail.