

Note :- All questions from each section carry equal marks. All questions are compulsory and answer limit are approximately 250 words. Start the answer of each section from new page. Maximum limit of pages of answer booklet are approximately 16 pages. Answer should be written by the student in his/her own handwriting mandatory. The first page of answersheet should be download by the student from university website www.bubhopal.ac.in is mandatory.

1. What is compensation ? What are various types of compensation. Also explain compensation duties and responsibilities.
2. How to design a compensation system ? What are essential factors for determining compensation explain. external and internal determinants of compensation.
3. Explain three main compensation management theories.
 - (a) Behaviour reinforcement theory
 - (b) Equity theory
 - (c) Agency theory
4. What is profit sharing incentive plan. How does it affect attraction and retention of employees.
5. What is sales compensation plan ? Explain these methods of sales compensation plan :
 - (a) Fixed commission
 - (b) On sales
 - (c) On product