



DSEBB – 506

V Semester B.B.A. Examination, February/March 2024

(NEP) (Freshers)

BUSINESS ADMINISTRATION

Compensation and Performance Management

Time : 2½ Hours

Max. Marks : 60

Instructions : 1) Mention the Question Number **correctly**.

2) Answer should be written in **English** only.

SECTION – A

1. Answer **any 5** out of 7 sub-questions.

(5×2=10)

- a) Define the term Compensation.
- b) Mention any two needs of Job Evaluation.
- c) What do you mean by Dearness Allowance ?
- d) What is Industrial Relation ?
- e) State any two benefits of the Intrinsic Reward.
- f) Who is a sales personnel ?
- g) What is wage fixation ?

SECTION – B

Answer **any 3** out of 5 questions.

(3×4=12)

2. Discuss the various methods of short term Incentives.
3. Differentiate between performance management and performance appraisal.
4. Explain the importance of job evaluation.
5. Explain various types of rewards.
6. Write a note on : Wage structure.

P.T.O.



SECTION – C

Answer **any 3** out of 5 questions.

(3×10=30)

7. Discuss the various factors affecting compensation strategies.
8. Briefly explain the methods of performance appraisal.
9. Briefly explain the methods of linking performance to pay.
10. Discuss the wage and salary practices in different industries in India.
11. Write a note on Job Evaluation Committee.

SECTION – D

Answer **any one** out of two questions.

(1×8=8)

12. Imagine a medium-sized tech company that is experiencing rapid growth. They are in the process of reviewing their compensation management strategy to attract and retain top talent. The HR Department is tasked with this project.

Questions :

- 1) What factors should the HR Department consider when designing a compensation strategy for the company's employees ?
- 2) What are the potential advantages and disadvantages of implementing a performance-based compensation system ?

OR

13. Brief out the major benefits of compensation.