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V Semester B.B.A. Degree Examination, March/April - 2023

BUSINESS ADMINISTRATION

Compensation and Performance Management

(CBCS Scheme 2019-2020 F+R)

Paper : HR-5.6

Time : 3 Hours

Maximum Marks : 70

Instructions to Candidates:

Answers should be written in English only.

SECTION - A

Answer any FIVE questions. Each question carries 2 marks.

(5×2=10)

1. a) Expand ESOP.
- b) What do you mean by Compensation?
- c) What is Job Evaluation?
- d) Mention any two laws regulating the wages and salary administration in India.
- e) Give the meaning of Dearness Allowances.
- f) What is Performance appraisal?
- g) Give the meaning of pay band.



SECTION - B

Answer any THREE questions. Each question carries 5 marks.

(3×5=15)

2. Briefly explain the 3-p concept in compensation management.
3. Write a note on factor comparison method of job evaluation.
4. What are the differences between wages and salary?
5. List out the importance of performance management.

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SECTION - C

Answer any **THREE** questions. Each question carries 15 marks.

(3×15=45)

6. What are the various wage incentive schemes offered to employees by the companies in order to retain them? Explain in detail.
 7. Discuss different theories of wages.
 8. Explain different methods of performance appraisal.
 9. What are the challenges of linking performance and Rewards?
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