



407128

DEBB606

Reg. No.

--	--	--	--	--	--	--	--

VI Semester B.B.A. Degree Examination, June/July - 2025

HUMAN RESOURCE ELECTIVE

Compensation and Performance Management

(NEP Scheme)

Paper : 6.5

Time : 2½ Hours

Maximum Marks : 60

Instructions to Candidates:

Answers should be written Completely in English.

SECTION - A

Answer any Five of the following questions. Each question carries 2 marks.(5×2=10)

1. a) State any two techniques of Job Evaluation.
- b) What is Pay structure?
- c) What are perquisites?
- d) What is Over time Wage?
- e) Give the meaning of dearness Allowance.
- f) What is Job analysis?
- g) What is Performance Management?

SECTION - B

Answer any Four of the following questions. Each question carries 5 marks.(4×5=20)

2. Explain the objectives of Compensation Management.
3. Explain the features of Job Evaluation.
4. Discuss about Individual Bonus scheme.
5. What are fringe Benefits? Explain its Advantage.
6. What are the factors affecting team performance?

[P.T.O.]



SECTION - C

Answer any Two of the following questions. Each question carries 12 marks.

(2×12=24)

7. Explain the group bonus schemes?
8. Discuss the various methods of Performance Appraisal.
9. What are Various types of Incentives? Explain

SECTION - D

Answer any One of the following question. It carries 6 marks.

(1×6=6)

10. Draft a Compensation policy for an Organization.
11. Prepare a Payroll with Imaginary figures.