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V Semester B.B.A Degree Examination, April - 2022

BUSINESS ADMINISTRATION

Compensation and Performance Management

(CBCS Scheme Regular)

Paper : HR 5.6

Time : 3 Hours

Maximum Marks : 70

Instructions to Candidates:

Answer should management be written in english only.

SECTION -A

1. Answer any Five questions. Each question carries Two marks. (5×2=10)
- Define Compensation.
 - What is the meaning of "Pay for Performance"?
 - Mention any two job evaluation methods.
 - Give the meaning of Dearness Allowances.
 - What is minimum Wage?
 - What do you mean by employee engagement?
 - What is meant by pay band?

SECTION -B

Answer any Three questions . each question carries Five marks. (3×5=15)

- Explain briefly the importance of fair compensation.
- What are the objectives of job evaluation?
- What are the steps in Preparing Pay roll?
- Enumerate the challenges of linking Performance and reward.

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SECTION - C

Answer any Three questions. Each question carries 15 marks.

(3 × 15 = 45)

6. Discuss the various types of compensation.
7. Briefly explain different types of rewards.
8. Explain various wage incentive schemes offered to employees by the Company.
9. Explain the various methods of Performance appraisal.

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