



**V Semester B.B.A. Examination, December 2024/January 2025
(NEP Scheme)**

(Freshers and Repeaters)

BUSINESS ADMINISTRATION

HRM-I : 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) What do you mean by compensation ?
 - b) What is short term incentive ?
 - c) Mention any two needs for Job Evaluation.
 - d) Define the term wage.
 - e) What is employee engagement ?
 - f) Define BARS.
 - g) What is Profit sharing ?

SECTION – B

- Answer **any 3** out of 5 questions. **(3×4=12)**
- 2. Explain the Non-Monetary Compensation.
 - 3. Differentiate between point rating method and factor comparison method.
 - 4. Write a note on wage structure.
 - 5. Distinguish between Performance Management and Performance Appraisal.
 - 6. Explain various types of Rewards.

P.T.O.



SECTION – C

Answer **any 3** out of 5 questions.**(3×10=30)**

7. Explain the internal and external factors affecting compensation strategies.
8. Explain the advantages and disadvantages of Job Evaluation.
9. Discuss the wage and salary practices in different industries in India.
10. Explain the process of performance appraisal in detail.
11. Briefly explain the method of linking performance to pay.

SECTION – D

Answer **any one** out of two questions.**(1×8=8)**

12. a) Imagine XYZ Ltd., a growing e-commerce company, has been struggling with employee dissatisfaction regarding pay. Employee claims that salaries are not competitive, bonus are unclear and non-monetary benefits are lacking. The management has hired a consultant to re-design the compensation strategy.

Questions :

- 1) What are the key issues in XYZ Ltd's compensation strategy ?
- 2) What challenges might XYZ Ltd. face when implementing the new strategy ?

OR

- b) Brief out the types of Performance Feedbacks.
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