358220 **DSEBB-506**

V Semester B.B.A. Degree Examination, December/January - 2025/26
(NEP - 2020 Scheme Freshers and Repeaters)
BUSINESS ADMINISTRATION
Compensation and Performance Management
Paper : HRM-I

NEW HORIZON COLLEGE LIBRARY KASTURINAGAR BANGALORE

Time : 2½ Hours **Maximum Marks : 60**

***Instructions*:**

Answer should be written in English only.

SECTION - A

Answer any Five out of Seven sub-questions. Each carries 2 marks. (5×2=10)

1. a) State any two benefits of Intrinsic reward.

b) What is wage fixation?

c) Mention any two benefits of Performance Management.

d) What do you mean by Factor Evaluation System?

e) Define Compensation Management.

f) What is Job Evaluation?

g) Mention any two components of Salary.

SECTION - B

Answer any Three out of Five questions. Each carries 4 marks. (3×4=12)

2. Discuss any four methods of Performance Appraisal.

3. Explain in brief the importance of Job Evaluation.

4. What are short term and long term incentives? Give one example each.

5. Briefly explain the basis for Dearness Allowance (DA) calculation.

6. Explain the various methods of reward.

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SECTION - C

Answer any Three out of Five questions. Each carries 10 marks. (3×10=30)

7. Explain any two theories of wages.

8. Explain the principles of effective Performance Management.

9. Discuss the Wage and Salary practices in different industries in India.

10. Briefly explain the factors influencing wage fixation.

11. Discuss the roles and principles of Performance Appraisal Feed back.

SECTION - D

Answer any One out of Two questions. Each carries 8 marks. (1×8=8)

12. a) A manufacturing company, TechGear Pvt. Ltd., decides to implement a wage incentive plan to boost productivity. Under this plan, workers will earn extra pay for producing more units than the standard output determined through time and motion studies.

After 3 months of implementation, the company observes that output has increased significantly, but some workers are producing lower-quality products and occasional minor accidents have occurred on the shopfloor. Some slow workers have also expressed dissatisfaction with the wage differences.

Question:

As a HR manager, analyze the situation and suggest measures that TechGear Pvt. Ltd., can take to address the issues while maintaining the benefits of the wage incentive plan.

(OR)

b) Discuss the components of wage structure.