

B.B.A. Semester - 6 (NEP-2020) Examination**March/April-2026****HRM Group-1: Performance and Compensation Management (Major-14)****Time: 2:00 Hours****Marks: 50****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate marks.

Que.1 Discuss the concept of performance management. Explain its features and objectives of performance management system. (10)

OR

Que.1 Define the term performance management. Explain in detail process of performance management.

Que.2 Explain the term performance management and reward systems. Discuss in detail various performance indicators. (10)

OR

Que.2 (A) Write a note on use of technology and E-PMS. (05)

(B) What are the ethical perspectives in performance appraisal? (05)

Que.3 Explain concepts of compensation. Discuss in detail modern trends in compensation. (10)

OR

Que.3 What is Job Evaluation? Explain the objectives and methods of job evaluation.

Que.4 What are incentives? Discuss on incentives plans for production employees and for other professionals. (10)

OR

Que.4 Define the term benefits and classify the types of benefits.

Que.5 Write Short notes: (Any two) (10)

- (1) Minimum Fair and living wage
- (2) Wage differentials & national wage policy
- (3) Dearness Allowances
- (4) Linking wages with productivity
