

B.B.A. Semester - 6 (NEP-2020) Examination**March/April-2026****HRM Group-2: Performance and Compensation Management (Major-15)****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 in detail difference between performance management and performance appraisal. (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 Counseling. (05)

(B) Write a note on competency development. (05)

Que.3 Explain concepts of compensation. Discuss in detail factors affecting to wage. (10)

OR

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

Que.4 What are incentives? Discuss in detail administering Employee Benefits. (10)

OR

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

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

(1) Methods of State Regulation of Wages

(2) Pay Commission

(3) Dearness Allowances

(4) Linking wages with productivity
