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BBABMEN 503

**Fifth Semester B.B.A. Degree Examination, December 2023/January 2024
(NEP 2020) (2023 – 24 Batch Onwards)
HUMAN RESOURCE MANAGEMENT
Compensation and Performance Management**

Time : 2 Hours

Max. Marks : 60

**SECTION – A
(Two marks each)**

Answer **any five** of the following.

(5×2=10)

1. What is DA in the context of compensation ?
2. What is meant by social security ?
3. What is meant by Job Evaluation Committee ?
4. Define time rate wages.
5. Define wage structure.
6. What is 360 degree appraisal ?
7. Define learning organisation.

**SECTION – B
(Five marks each)**

Answer **any four** of the following.

(4×5=20)

8. Differentiate between wages and salary in compensation.
9. Describe the three key components of the 3-P concept in compensation management.
10. Describe the major decisions that organisation need to make when conducting a job evaluation.

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11. Differentiate between time rate wages and efficiency based wages.
12. Explain the process of wage fixation and its importance in maintaining fairness in compensation.
13. Describe the aims and purpose of performance management.
14. Explain the impact of virtual teams on performance management practice.

SECTION – C
(Ten marks each)

Answer **any three** of the following.

(3×10=30)

15. Describe the various compensation elements that can contribute to employee retention and loyalty.
16. Explain the different job evaluation methods.
17. Explain the major theories of wages.
18. Explain the modern performance appraisal methods.
19. Describe the complexities and challenges associated with team performance management.