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BBABMEN 503

**Fifth Semester B.B.A. Degree Examination, December 2024/January 2025
(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. Define compensation.
2. What do you mean by social security ?
3. What is Job evaluation ?
4. What do you mean by wage structure ?
5. What is 360 degree appraisal ?
6. Define performance management.
7. What is meant by employee engagement ?



**SECTION – B
(Five marks each)**

Answer **any four** of the following : **(4×5=20)**

8. How can compensation strategies contribute to an organization's HRM objectives ?
9. Explain the significance of compensation management in multinational organizations.
10. What is job evaluation committee ? What are its role in the job evaluation process ?
11. Explain the various incentive schemes used in organizations.

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- 12. Explain the importance of performance management.
- 13. Explain factors to be considered when designing wage structure.
- 14. Explain the role of line managers in performance management.

SECTION – C
(Ten marks each)

Answer **any three** of the following :

(3×10=30)

- 15. Explain the concept of compensation. Explain the various compensation elements.
- 16. Discuss the concept of job evaluation and its significance in compensation management.
- 17. Explain the factors that influence wage fixation in an organization.
- 18. Explain various performance appraisal methods.
- 19. Explain the impact of linking performance to reward in motivating employees.

