



**NP – 382**

**V Semester B.B.A. Examination, January/February 2025**  
**(Freshers/Repeaters) (NEP)**  
**BUSINESS ADMINISTRATION**  
**Paper – 5.4/5.5 : Compensation and Performance Management (HRM)**  
**(Elective)**



Time : 2½ Hours

Max. Marks : 60

**Instruction :** Answers to be written in **English** only.

**SECTION – A**

**(6×2=12)**

1. Answer **any six** sub-questions. **Each** sub-question carries **two** marks.

- What is stock bonus plan ?
- What is job analysis ?
- What is piece rate system ?
- State overtime wage.
- Define extrinsic reward.
- How is central tendency a limitation in performance appraisal system ?
- Write any 2 objectives of job evaluation.

**SECTION – B**

Answer **any three** questions. **Each** question carries **four** marks.

**(3×4=12)**

- Discuss Halsey Premium plan and Rowan plan method of wage payment.
- Elaborate the concept of dearness allowance.
- What is the difference between performance appraisal and performance management ?
- Explain MBO approach of performance appraisal.
- Write short note on ESOP.

**P.T.O.**



**SECTION – C**

**(3×12=36)**

Answer **any three** questions. **Each** question carries **12** marks.

7. Elaborate 360 degree appraisal method.
  8. Discuss various types of classification of compensation and supplementary compensation.
  9. Explain the process of job evaluation.
  10. What are the types of feedback based on tone ?
  11. Discuss some current trends in salary administration.
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