

NP – 382

V Semester B.B.A. Examination, Jan./Feb. 2026

(Freshers + Repeaters) (NEP)

BUSINESS ADMINISTRATION

Paper – 5.4/5.5 : Compensation and Performance Management (HRM)

Time : 2½ Hours

Max. Marks : 60

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

SECTION – A

Answer **any six** sub-questions. **Each** sub-question carries **two** marks. **(6×2=12)**

1. a) Mention the types of compensation.
- b) What do you mean by consolidated pay ?
- c) State any two differences between Performance Appraisal and Performance Management.
- d) Give the meaning of IRA.
- e) State the meaning of Piece Rate Wage.
- f) Mention any two types of feedback.
- g) Write the meaning of pay roll.
- h) Which are the two methods used in Non-analytical Job Evaluation ?

SECTION – B

Answer **any three** questions. **Each** question carries **four** marks. **(3×4=12)**

2. Enumerate the challenges of linking performance with reward.
3. Write a note on indirect or supplementary compensation.
4. List the types of Pension Plans in India.
5. Describe Taylor's Differential Piece Rate System.
6. Write the importance of Performance Management.



SECTION – C

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

(3×12=36)

7. What are the factors affecting international compensation strategies in multi-national corporation ?
 8. Explain the various components of compensation.
 9. Discuss the Position Evaluation Statements.
 10. Describe the different types of performance feedback.
 11. What do you mean by incentives and explain the types of incentives.
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