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VI Semester B.B.A. (General) Degree Examination, June/July - 2026**BUSINESS ADMINISTRATION****Compensation and Performance Management (HR)****(NEP Scheme F+R)****Time : 2½ Hours****Maximum Marks : 60****Instructions to Candidates:****Answers should be written Completely in English only.****SECTION - A****Answer any Five of the following questions. Each question carries 2 marks.(5×2=10)**

1. a) What is Job Evaluation.
- b) What is wage structure?
- c) What is over time wage?
- d) What is Employee engagement.
- e) Give the meaning of Dearness Allowance.
- f) Give the meaning of compensation Management.
- g) Describe Performance Management.

**SECTION - B****Answer any Four of the following questions. Each question carries 5 marks.(4×5=20)**

2. Write any five methods of short term incentives.
3. State any five features of Job Evaluation.
4. Explain the benefits of performance based pay.
5. What are Fringe Benefits? Write any Three advantages.
6. Explain any Five factors affecting team performance?

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SECTION - C

Answer any Two of the following questions. Each question carries 12 marks.

(2×12=24)

7. Explain the individual Bonus schemes and group bonus schemes?
8. Explain the types of Teams in detail.
9. Describe in detail performance appraisal methods.

SECTION - D

Answer any One of the following question. It carries 6 marks.

(1×6=6)

10. Draft a Compensation policy for an Organization.
11. Draw a chart showing the communication process.

