



QP CODE: 25019333

Reg No :

Name :

**BBM DEGREE (CBCS)) REGULAR/ IMPROVEMENT/ REAPPEARANCE / MERCY
CHANCE EXAMINATIONS, FEBRUARY 2025**

Fourth Semester

Bachelor of Business Management

Core Course - BM4CRT18 - COMPENSATION & PERFORMANCE MANAGEMENT

2017 Admission Onwards

020E1025

Time: 3 Hours

Max. Marks : 80

Part A

*Answer any **ten** questions.*

*Each question carries **2** marks.*

1. What is the main objective of Job Evaluation?
2. What is Job description?
3. Give two main advantages of conducting Job Evaluation
4. Explain Confidential Report?
5. What is base compenstion?
6. What is Base & Supplementary compensation?
7. What is Fringe benefit?
8. Define allowances.
9. What do you mean by gross pay?
10. What is Equal Remuneration Act?
11. What do you mean by sales rewards?
12. What is Compensation Management?

(10×2=20)

Part B

*Answer any **six** questions.*

*Each question carries **5** marks.*





13. What are the conventional/ traditional methods of Job evaluation?
14. Explain various steps in Performance Appraisal?
15. What are the limitations of a performance appraisal system?
16. What is Labour copartnership?
17. Write a shortnote on methods of wage payment.
18. Explain the Wages Fund and Residual Claimant Theories of wages.
19. Write a note on Labour Laws affecting wages in India.
20. Explain Plan and Packages for Executive compensation
21. How are Wage Boards helpful in regulating wages in specific sectors?

(6×5=30)

Part C

*Answer any **two** questions.*

*Each question carries **15** marks.*

22. What is Performance Appraisal? Explain in detail objectives and significance of Performance Appraisal.
23. What are the precautions to be taken while framing an appraisal system? Explain the Performance Appraisal Process.
24. Explain factors affecting wage and salary administration.
25. Explain the process of salary determination.

(2×15=30)

