

M.B.A. (CBCS Pattern) Semester - III  
**PCB3EC1 - Performance Management & Compensation : Human Resource  
Management**

P. Pages : 1

Time : Three Hours



**GUG/S/23/10697**

Max. Marks : 70

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- Notes : 1. Attempt **any five** questions.  
2. All questions carry equal marks.

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| 1.  | What is Job analysis? Discuss main outcomes of Job analysis.                                     | 14 |
| 2.  | What do you mean by Job evaluation? Discuss the various methods of Job evaluation.               | 14 |
| 3.  | What is compensation management? Explain its concept, nature and objectives.                     | 14 |
| 4.  | Explain in detail the types of compensation.   | 14 |
| 5.  | What is competency mapping? Explain different methods of competency mapping.                     | 14 |
| 6.  | Explain the concept and structure of HR scorecard.   | 14 |
| 7.  | What is MBO? Why is it different from critical incident method? Explain in detail.               | 14 |
| 8.  | What is career management? What is the role of employer and employee in career development plan. | 14 |
| 9.  | What are transfers and promotions? Explain in detail.  | 14 |
| 10. | Write detail note on <b>any two</b> .  | 14 |
|     | a) Grading method.   |    |
|     | b) Wage fixation.  |    |
|     | c) Retirement & VRS.   |    |
|     | d) Retrenchment.   |    |

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