

M.B.A. CBCS Pattern Semester-III  
**PCB3EC1 - Performance Management & Compensation**

P. Pages : 1

Time : Three Hours



**GUG/S/24/10697**

Max. Marks : 70

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

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| 1.  | Define job evaluation? Discuss the purpose & methods of job evaluation.                    | 14 |
| 2.  | What is job identification summery? Discuss about the nature and use of job analysis.      | 14 |
| 3.  | Explain compensation planning? Discuss the nature & objectives of compensation.            | 14 |
| 4.  | Discuss about variable compensation and supplementary compensation.                        | 14 |
| 5.  | State the concept & practical application of competency mapping & workflow mapping.        | 14 |
| 6.  | What is performance management system? State its objective briefly.                        | 14 |
| 7.  | Discuss the various methods of performance appraisal.                                      | 14 |
| 8.  | What is career development plan? Discuss the role of career anchors in career development. | 14 |
| 9.  | Discuss about career mapping & career counseling.  | 14 |
| 10. | Write note on <b>any two</b> .   | 14 |
|     | a) HR scorecard.   |    |
|     | b) Legal status of wages.  |    |
|     | c) Promotion & transfer.   |    |
|     | d) Pink slip.  |    |

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