

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

P. Pages : 1

Time : Three Hours



GUG/W/23/10697

Max. Marks : 70

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- Notes : 1. All questions are compulsory.
2. All questions carry equal marks.

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| 1. | Discuss purpose and methods of job evaluation. | 14 |
| 2. | Explain job specifications and job descriptions in detail. | 14 |
| 3. | What is compensation? Discuss its nature and objectives. | 14 |
| 4. | Discuss wages and wage fixation in detail. | 14 |
| 5. | What do you mean by HR Scorecard? Discuss its practical application. | 14 |
| 6. | Describe various methods of performance appraisal. | 14 |
| 7. | Discuss employees and employers role in. | 14 |
| 8. | Discuss career mapping and career counseling in detail. | 14 |
| 9. | Explain employees promotions & transfers in detail. | 14 |
| 10. | Write short note on any two . | 14 |
| | a) Fringe Benefits. | |
| | b) Perks | |
| | c) VRS | |
| | d) Pink slips | |
