

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 <b>any two</b> .                                 | 14 |
|     | a) Fringe Benefits.  |    |
|     | b) Perks   |    |
|     | c) VRS   |    |
|     | d) Pink slips  |    |

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