

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI  
(END SEMESTER EXAMINATION)**

**CLASS: BBA  
BRANCH: BBA**

**SEMESTER : VI  
SESSION : SP/2025**

**SUBJECT: MT325 PERFORMANCE AND COMPENSATION MANAGEMENT**

**TIME: 3 Hours**

**FULL MARKS: 50**

**INSTRUCTIONS:**

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
  2. Attempt all questions.
  3. The missing data, if any, may be assumed suitably.
  4. Before attempting the question paper, be sure that you have got the correct question paper.
  5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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Q.1(a)	Explain the concept of Performance Management. Highlight the objectives of Performance Management.	[5]	CO CO2	BL BL1
Q.1(b)	Explain in detail the Expectancy Theory also related this with theory with Performance Management.	[5]	CO1	BL4
Q.2(a)	What is Performance Management Process also explain in detail the prerequisites of an ideal Performance Management Process.	[5]	CO4	BL4
Q.2(b)	Explain in detail the various steps involved in Performance Management Process.	[5]	CO3	BL3
Q.3(a)	What is Performance Appraisal? Explain in detail the importance of performance appraisal for the point of view of an organisation and from the point of view of an employee.	[5]	CO2	BL2
Q.3(b)	Explain in detail any one Traditional method of conduction performance appraisal and any one Modern method of performance appraisal.	[5]	CO4	BL3
Q.4(a)	What do you understand by the term Compensation? What is the importance of good compensation system?	[5]	CO5	BL3
Q.4(b)	What is the importance of Job Evaluation? Explain in detail any two methods of conduction Job Evaluation	[5]	CO3	BL2
Q.5(a)	Explain the term Salary. What are the various components of payment of Salary?	[5]	CO3	BL4
Q.5(b)	Explain the concept of Executive Compensation. Write a short note on the recent trends adopted by organisations for payment of Compensation to their employees.	[5]	CO2	BL3

:::29/04/2025:::M