

B.B.A. Semester - 6 (CBCS) Examination**March/April -2019****PERFORMANCE AND COMPENSATION MANAGEMENT(ELECTIVE)****Time: 2:30 Hours****Marks: 70****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate marks.

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- Que-1 Define 'performance management.' Discuss objectives of performance management. (04+10)
- OR
- Que-1 Explain terms. (14)
- (a) Performance planning
 - (b) Documentation of performance appraisal
 - (c) Performance interview
 - (d) Performance feedback and counseling
- Que-2 Write Notes:
- (a) Performance indicators (07)
 - (b) Performance coaching (07)
- OR
- Que-2 Discuss:
- (a) Competency development (07)
 - (b) Ethical perspectives in performance appraisal (07)
- Que-3 What is job evaluation? Explain briefly major job evaluation methods. (04+10)
- OR
- Que-3 Write notes:
- (a) Aspects of wage determination (07)
 - (b) Modern trend in compensation (07)
- Que-4 Discuss different types of employee incentives and benefits. (14)
- OR
- Que-4 Discuss:
- (a) Criteria (or aspects) for developing effective incentive plan. (07)
 - (b) Administering employee benefits. (07)
- Que-5 Explain Terms: (14)
- (a) Minimum wage
 - (b) Fair wage
 - (c) Living wage
 - (d) Wage bonds
- OR
- Que-5 Discuss :
- (a) Linking wage with productivity (07)
 - (b) Pay commissions (meaning, constitution, and functions) (07)
