647510 **BBApcmEC607C** **Seat No :________**

**B.B.A. Semester - 6 (*CBCS*) Examination**

**Oct/Nov-2020**

**PERFORMANCE AND COMPENSATION MANAGEMENT (ELECTIVE)**

**Time: 2:00 Hours** **Marks: 56**

**Instructions:**

1. Figure to the right indicate marks.
2. There are five questions in the question paper.
3. Answer any four of the following questions.

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Q.1 What is performance management? How does performance management differ from performance appraisal. Briefly discuss objectives of performance management. (14)

OR

Q.1 Discuss performance management process.

Q.2 Write notes. (14)

1. Performance indicators.
2. Electronic Performance Management System (E-PMS)

OR

Q.2 Write a detailed note on ethical perspectives of performance appraisal.

Q.3 Explain term 'job evaluation'. Discuss major job evaluation methods. (14)

OR

Q.3 Discuss:

1. Wage components.
2. Modern trend in compensation.

Q.4 Explain terms: (14)

1. Insurance benefits.
2. Flexible employee benefits.
3. Supplementary pay benefits.
4. Retirement benefits.

OR

Q.4 Discuss:

1. Aspects (criteria) of effective incentive plan.
2. Incentives for production employees.

Q.5 Explain concepts: (14)

1. Dearness allowances.
2. Minimum wage.
3. Fair wage.
4. Living wage.

OR

Q.5 Write short notes:

1. Linking wage with productivity.
2. Pay commissions (constitution, and functions)

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