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BBA6HrgE607C

Seat No : _____

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

April/May-2022 (NEW COURSE)

**Human Resource Group - Performance and Compensation Management
(Elective (New))**

Time: 2:30 Hours

Marks: 70

Instructions:

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

Que-1 What is performance management? Describe performance management process. (14)

OR

Que-1 Discuss:

- a. Difference between performance appraisal and performance management
- b. Objectives of performance management system

Que-2 Explain: (14)

- (i). Reward System
- (ii). Coaching
- (iii). Mentoring
- (iv). Counselling

OR

- Que-2 a. Describe ethical prospective of performance appraisal.
b. Discuss Electronic Performance Management System (e-PMS)?

Que-3 What is job evaluation? Discuss briefly various methods of job evaluation. (14)

OR

Que-3 In relation to the company wage policy, discuss following aspects:

- (i). Pay Grade
- (ii). Wage Survey
- (iii). Wage Components
- (iv). Competency-based Pay

Que-4 Explain various incentives offered to production workers and other professionals. (14)

OR

- Que-4 a. Write a detail note on administering employee benefits.
b. Explain types of flexible benefits for employees.

Que-5 Write Notes: (Any Two) (14)

- (i). Wage Differentials and national wage policy
- (ii). Dearness Allowances
- (iii). Productivity-linked Wage System (PLWs)
- (iv). Wage Boards and Pay Commissions
