

B.B.A. Semester - 6 (CBCS) Examination**April/May-2022 (OLD COURSE)****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 Describe in detail performance management process. (14)
OR
- Que-1 How does performance management differ from performance appraisal? Explain major objectives of performance management.
- Que-2 Discuss: (14)
A. Performance indicators
B. Competency development
OR
- Que-2 What is performance management? Write a note on ethical perspectives of performance appraisal.
- Que-3 Discuss major job evaluation methods. (14)
OR
- Que-3 Briefly Explain:
A. Wage components
B. Modern trend in compensation
C. Compensation benchmarking
D. Competence-based pay
- Que-4 Explain terms: (14)
A. Insurance benefits
B. Flexible employee benefits
C. Employee Stock Ownership Plan (ESOP)
D. Retirement benefits
OR
- Que-4 Discuss:
A. Principles (or criteria) of effective incentive plan
B. Types of incentives for production employees
- Que-5 Discuss: (14)
A. Dearness allowances
B. Minimum wage
C. Fair wage
D. Wage differentials
OR
- Que-5 Write notes:
A. Linking wage with productivity
B. Pay commissions (constitution and functions)
