

B.B.A. Semester - 6 (CBCS) Examination**March/April-2023 (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.

Q.1 Discuss the concept of performance management. Explain objectives and process of performance management. (14)

OR

Q.1 Define the term performance appraisal. Explain various methods of performance appraisal.

Q.2 Explain the term 'performance management and reward systems'. Discuss in detail various performance indicators. (14)

OR

- Q.2 (A) Write a note on performance coaching and mentoring.
(B) What are the ethical issues in performance appraisal?

Q.3 What is wage policy? Discuss the aspects of determining a wage policy. (14)

OR

- (A) Write a note on modern trends in compensation.
(B) Discuss briefly various methods of job evaluation.

Q.4 What are incentives? Explain various incentives offered to production workers and other professionals. (14)

OR

- Q.4 (A) Write a detailed note on administering employee benefits.
(B) Classify types of benefits.

(14)

Q.5 Write Short Notes: (Any Two)

- (A) Minimum Wage, Fair Wage, and Living Wage
(B) Wage Board and Pay Commission
(C) Methods of state regulation of wage
(D) Productivity linked wage system (PLWs)
