

B.B.A. Semester - 6 (CBCS) Examination**March/April-2024 (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 What is performance management? Explain major objectives of performance management. (14)
OR
- Que.1 Explain Terms: (14)
(1) Performance Planning
(2) Performance Interview
(3) Performance Feedback
(4) Performance Counseling
- Que.2 Write Notes: (14)
(A) Performance Counselling
(B) Performance Indicators
OR
- Que.2 Discuss: (14)
(A) Ethical perspectives of performance appraisal
(B) Electronic Performance Management System (e-PMS)
- Que.3 What is job evaluation? Explain major methods of job evaluation. (14)
OR
- Que.3 Briefly Explain: (14)
(1) Pay Grades
(2) Competence-based pay
(3) Wage surveys
(4) Compensation benchmarking
- Que.4 (A) Explain incentives plans for production employees and for other professionals. (14)
(B) Discuss aspects (or principles) of developing effective incentive plan.
OR
- Que.4 Discuss: (14)
(1) Insurance benefits
(2) Retirement benefits
(3) Pay for performance
(4) Employee Stock Ownership Plan (ESOP)
- Que.5 Discuss: (14)
(A) Linking wage with productivity
(B) Pay commissions (constitution and functions)
OR
- Que.5 Explain terms: (14)
(1) Minimum wages
(2) Dearness allowances
(3) Wage differentials
(4) Fair wage and living wage
