

B.B.A. Semester - 6 (CBCS) Examination**March/April-2026 (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 are the common obstacles encountered during appraisal interviews, and how can organizations overcome these challenges to ensure effective evaluations? (14)

OR

Que.1 Explain the importance of a well-structured Performance Management System (PMS) in fostering employee growth and organizational success. Provide examples of its benefits.

Que.2 What are the key benefits and challenges that come with the adoption of an Electronic Performance Management System (E-PMS)? (14)

OR

Que.2 Define Performance Indicators and discuss their significance in evaluating an organization's overall performance.

Que.3 Write a note on competency based pay and compensation bench marking. (14)

OR

Que.3 Discuss the role of job evaluation techniques in establishing fair pay structures and promoting internal equity.

Que.4 What are the various employee benefits included in compensation packages? Discuss how these benefits help improve job satisfaction. (14)

OR

Que.4 Describe the different types of incentive plans available for production workers.

Que.5 Write Short Notes : (Any two) (14)

- A) Role of Pay Commission
- B) Fair wage & Living Wage
- C) Role and Functions of Wage Boards
- D) National Wage Policy
