

B.B.A. Semester - 6 (CBCS) Examination**March/April -2020****PERFORMANCE AND COMPENSATION MANAGEMENT (ELECTIVE)****Time: 2:30 Hours****Marks: 70****Instructions:**

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

Q.1 Define the term performance management. Explain its objective and process. (14)

OR

Q.1 A. Distinguish between performance appraisal and performance management.

B. Explain the traditional methods of performance appraisal in brief.

Q.2 What do you understand by performance coaching, mentoring and counseling? Explain in detail. (14)

OR

Q.2 A. What are the ethical perspectives in performance appraisal?

B. Write a note on performance indicators.

Q.3 Define the term job evaluation. Discuss the various methods of job evaluation. (14)

OR

Q.3 Discuss the modern trends in employee compensation.

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

OR

Q.4 Define the term employee benefit and classify the types of benefits.

Q.5 Write Short Notes: (Any Two) (14)

1. Wage Differentials
2. Pay Commission
3. Productivity linked wage system (PLWs)
4. Wage boards
