

B.B.A. Semester - 6 (CBCS) Examination**March/April-2024 (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 is performance management? Explain performance management process. (14)

OR

Que-1 How does performance management differ from performance appraisal? Explain various methods of performance appraisal.

Que-2 (A) Discuss various performance indicators. (14)

(B) Write a note on competency development.

OR

Que-2 (A) Explain performance coaching and performance mentoring.

(B) Discuss ethical issues in performance appraisal.

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

OR

Que-3 (A) Write a note on modern trends in compensation.

(B) Explain: (1) compensation benchmarking (2) competency-based pay.

Que-4 Define term 'incentives' and explain various incentives offered to production workers and other professionals. (14)

OR

Que-4 (A) Write a detailed note on administering employee benefits.

(B) Classify types of benefits.

Que-5 Explain: (Any Four) (14)

- (1) Minimum Wage
- (2) Fair Wage and Living Wage
- (3) Wage Board and Pay Commission
- (4) Dearness Allowances
- (5) National Wage Policy
- (6) Linking wage with productivity.
