

B.B.A. Semester - 6 (CBCS) Examination**March/April-2025 (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.
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Que-1 What is performance management? Explain objectives for performance management system. (14)

OR

Que-1 Describe various methods of performance appraisal.

Que-2 (A) Explain various performance indicators. (07)

Que-2 (B) Discuss ethical issues in performance appraisal. (07)

OR

Que-2 (A) Write a note on competency development. (07)

Que-2 (B) Discuss electronic performance management system (e-PMS). (07)

Que-3 What is job evaluation? Describe major methods for job evaluation. (14)

OR

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

Que-4 (A) Write a detailed note on administering employee benefits. (07)

Que-4 (B) Classify types of employee benefits. (07)

OR

Que-4 Explain:

1) Developing effective incentive plans. (07)

2) Insurance benefits and retirement benefits. (07)

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

1) National Wage Policy

2) Minimum Wage

3) Dearness Allowances

4) Fair Wage and Living Wage

5) Wage Board and Pay Commission

6) Linking wage with productivity.
