

B.B.A. Semester - 6 (CBCS) Examination**July-2025 (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 Benefits of an Effective Performance Management System for Employees and Organizations. (14)

OR

Que-1 Discuss the common challenges faced during an appraisal interview.

Que-2 What are Performance Indicators, and why are they important for organizational success? Discuss the different types of Performance Indicators with suitable examples. (14)

OR

Que-2 Discuss the advantages and challenges of implementing an Electronic Performance Management System (E-PMS) in an organization.

Que-3 How do different job evaluation methods help in determining fair compensation and maintaining internal equity? (14)

OR

Que-3 Discuss the importance of Cost to Competency (C2C) in workforce planning and talent management.

Que-4 Discuss the different types of incentive plans used for production employees. How do individual and group incentive plans impact productivity and employee motivation? Provide suitable examples. (14)

OR

Que-4 Explain the different types of employee benefits provided in compensation packages. How do these benefits contribute to employee satisfaction and organizational success?

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

- 1) Minimum Wage: Importance
- 2) Fair Wage vs. Living Wage
- 3) Role and Functions of Wage Boards
- 4) Pay Commission
