



RAE-161100010609 Seat No. _____

B. B. A. (Sem. VI) (CBCS) Examination

March – 2019

**H.R. Group : Performance and
Compensation Management
(New Course)**

Time : $2\frac{1}{2}$ Hours]

[Total Marks : 70

Instructions :

- (1) All questions are compulsory.
- (2) Figures to the right indicate full marks of the question.

1 What do you mean by Performance Management ? Discuss 14
the objectives of Performance Management.

OR

1 Define the term Performance Management. Discuss 14
the Performance Management Process.

2 Explain the Ethical Perspectives in Performance 14
Appraisal.

OR

2 What do you understand by Performance Coaching, 14
Mentoring and Counselling ? Explain its in detail.

3 Define the Job Evaluation. Discuss the different 14
methods of Job Evaluation.

OR

3 Discuss in detail the modern trends in compensation 14
of employees.

4 Discuss the Incentives Plans for production employees. 14

OR

4 What do you mean by Pay for Performance ? Define the various approaches of Pay for Performance and its problems. 14

5 Write notes : (any two) 14

(a) Minimum, Fair and Living Wages.

(b) Wage Differentials.

(c) Linking wages with productivity.

(d) Wage Boards.
