



JH-161100010609

Seat No. _____

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

August – 2019

**HR Group - Performance and Compensation
Management
(New Course)**

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

[Total Marks : **70**

- Instructions :** (1) Attempt all questions.
(2) All questions carry equal marks

1 Discuss the concept of Performance Management. 14
Explain its objectives and process.

OR

1 (a) Write a note on appraisal interview. 7
(b) What is Performance Planning ? Explain. 7

2 (a) What do you understand by Competency Development? 7
How would you build a competency framework in your
organisation?
(b) Write a note on performance coaching. 7

OR

2 Critically evaluate computer based performance 14
monitoring and the role of online appraisal or appraisals
using various softwares.

3 What is competency based pay and what are the steps 14
involved in designing a competency based pay system?

OR

3 Write short notes on : (Any Two) 14
(a) Pay grades
(b) Wage surveys
(c) Compensation benchmarking

- 4 What is pay for performance? What are the various concepts of pay for performance and what are the factors considered while choosing pay for performance and discuss its demerits. 14

OR

- 4 Write short notes on : 14
(a) Retirement benefits
(b) Incentives for production workers

- 5 What are wage differentials? Discuss the reasons for wage differentials. Also explain the functions of wage boards. 14

OR

- 5 Define the concept of wage and discuss the methods of state regulation of wages. Also explain the term national wage policy. 14
