



Seat No. \_\_\_\_\_

## **HF-19BBA608**

**B. B. A. (Sem. VI) (W.E.F.-2019) Examination**

**April – 2023**

**Performance and Compensation Management**

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. Explain its objectives and processes. **20**

**OR**

1 (a) Explain the terms of performance assessment, Performance appraisal and performance management system. What is the process and documentation related to performance appraisal? **15**

(b) Write a note on appraisal interview. **5**

2 (a) Explain the role of mentoring in performance management. **10**

(b) What are the ethical issues in a Performance Management system. **10**

**OR**

2 (a) Write a note on CPM and e-PMS. **10**

(b) Explain the term Competency Development. **10**

3 What are incentives? Discuss the various incentives offered to professional employees. **15**

**OR**

- 3 Write short notes on : 7+8
- (a) ESOP
  - (b) Pay for Performance

- 4 Write short notes on : 7+8
- (a) Wage differentials
  - (b) Wage Boards and their functions.

**OR**

- 4 (a) Discuss the modern trends in compensation. 8
- (b) Write a note on types of dearness allowance. 7

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