

CDOE
BACHELOR OF BUSINESS ADMINISTRATION (CBCS- 2018 COURSE)
B.B.A. Sem-V : WINTER :- 2021
SUBJECT: PERFORMANCE & COMPENSATION MANAGEMENT

Day : Tuesday
Date 22-02-2022

W-18944-2021

Time : 02:00 PM-05:00 PM
Max. Marks: 70

N.B:

- 1) Attempt any **FOUR** questions from Section – **I**. Each question carries **10** marks.
- 2) Attempt any **TWO** questions from Section – **II**. Each question carries **15** marks.
- 3) Answer to both the sections should be written in the **SAME** answer book.

SECTION – I

- Q.1** Define Performance Management. Discuss the objectives of Performance Management System. (10)
- Q.2** Explain the process of Performance Appraisal in detail. (10)
- Q.3** Discuss the various components of remuneration. (10)
- Q.4** What do you understand by 'Incentives'? Explain any one Incentive plan in detail. (10)
- Q.5** Discuss the following employee benefits:- (10)
i) Retirement Benefits
ii) Perquisites
- Q.6** Write Short Notes on **ANY TWO** of the following: (10)
a) e-PMS
b) ESOP
c) Non-financial compensation

SECTION – II

- Q.7** In your opinion, what are the **three** most effective methods of Performance Appraisal? Discuss their advantages and disadvantages with appropriate examples. (15)
- Q.8** As a Compensation Manager of a MNC, what factors would you consider while designing a new compensation structure for your Organization? (15)
- Q.9** 'Employee benefits is one of the important tool to improve employee retention rate.' Do you agree or not? Justify your opinion with suitable examples. (15)

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