

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

Day : Friday
Date : 04-02-2022

W-18845-2021

Time : 10:00 AM-01:00 PM
Max. Marks: 60

N.B.

- 1) Attempt any **THREE** questions from Section – **I**. Each question carries **10** marks
SECTION – I
 - 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.
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SECTION – I

- Q.1** Why is there a need of measurement of employee performance? **(10)**
- Q.2** Explain various methods of Performance Appraisal. **(10)**
- Q.3** What are the various approaches to compensation? **(10)**
- Q.4** What do you understand by incentives? Explain various incentives plans. **(10)**
- Q.5** Write Short Notes on **ANY TWO** of the following: **(10)**
- a) Employee benefits
 - b) Performance based pay
 - c) Non-financial benefits

SECTION – II

- Q.6** State the importance of profit sharing plan for improving performance of employees. **(15)**
- Q.7** As a head of manufacturing company how will you develop effective ethical strategies for Performance Appraisal system of employees? **(15)**
- Q.8** Explain the importance of ESOP's in today's competitive environment to retain employees. **(15)**

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