

- Q.16 Briefly explain individual incentive plans.
- Q.17 Differentiate between wages and salary.
- Q.18 Give a brief overview of global compensation practices.
- Q.19 Briefly explain incentives plans for white collar workers.
- Q.20 Explain in brief employee benefit program.
- Q.21 How do you design a good benefits package?
- Q.22 Explain any one group incentive plan.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x8=16)

- Q.23 What do you mean by effective performance management? Elaborate main principles of effective performance management.
- Q.24 What do you mean by compensation policy? Which factor affect compensation policy of an organization?
- Q.25 Explain in detail main provisions related to Wages Code 2020.

No. of Printed Pages : 4
Roll No.

226753-H

5th Sem / Business Management (HRM)

Subject : Performance and Compensation Management

Time : 3 Hrs.

M.M. : 60

SECTION-A

Note: Multiple choice questions. All questions are compulsory (6x1=6)

- Q.1 In a Performance Management System, which of these is usually the first step?
- Performance appraisal
 - Goal Setting
 - Providing feedback
 - Compensation adjustment
- Q.2 Which of the following is a key feature of an effective PMS?
- Flexible goals
 - Frequent Feedback
 - Define criteria for evaluation
 - All of the above

- Q.3 Which type of performance appraisal uses specific examples of employee behavior?
- a) BARS (Behaviorally Anchored Rating Scale)
 - b) Paired comparison
 - c) Essay Appraisal
 - d) Rating scales
- Q.4 Compensation management primarily deals with:
- a) Employee training
 - b) Employee pay and benefits
 - c) Recruitment processes
 - d) Company budget
- Q.5 The concept of “pay for performance” in compensation management means:
- a) Rewards based on individual performance
 - b) Higher wages for everyone
 - c) Salary based on years of service
 - d) Equal pay for all employees
- Q.6 What is a salary survey used for in compensation management?
- a) To assess employee skills
 - b) To collect market-pay rates
 - c) To calculate employee taxes
 - d) To develop training programs

SECTION-B

Note: Objective/ Completion type questions. All questions are compulsory. (6x1=6)

- Q.7 Wages code 2020 applied on workers of both organized as well as unorganized sector. (True/False)
- Q.8 One of the main drawbacks of performance -based compensation is that it can increase risk of unhealthy competition among employees. (True/False)
- Q.9 Maternity Leave is an example of _____ compensation. (direct/indirect)
- Q.10 Cost of living doesn't affect compensation decisions of an organization. (True/False)
- Q.11 Graphic Rating Scale is a method of _____ (Performance appraisal / recruitment)
- Q.12 A 360° feedback system includes input from peers only. (True/False)

SECTION-C

Note: Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)

- Q.13 Write a short note on Performance Management System.
- Q.14 Highlight the importance of Performance Management in an organization.
- Q.15 What are the main objectives of compensation.