

### **Section-D**

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

- Q.23 Discuss in detail steps involved in Performance Management System.
- Q.24 What do you mean by incentives? What are the main types of incentives?
- Q25 Elaborate the main provisions related to wages as mentioned in Wages Code, 2020.

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Roll No. ....

**5th Sem. Branch : Business Management  
(Human Resource Management)**

**Subject : Performance & Compensation Management**

Time : 3 Hrs.

M.M. : 60

### **SECTION-A**

**Note: Multiple Choice Questions. All Questions are compulsory.** (6x1=6)

- Q.1 What is the main objective of a Performance Management System (PMS)?
- a) To monitor employees for disciplinary actions
  - b) To improve and measure employee performance
  - c) To track vacation time
  - d) To reduce company expenses
- Q.2 A 360 degree feedback system includes input from which sources?
- a) Peers
  - b) Subordinates
  - c) Managers
  - d) All of the above
- Q.3 Which of the following is NOT a performance appraisal method?
- a) Graphic rating scale
  - b) Force distribution method
  - c) Job enrichment
  - d) Behaviourally anchored rating scales (BARS)

- Q.4 Which factor does NOT directly influence compensation decisions?
- Market conditions
  - Employee performance
  - Employee's social status
  - Cost of living
- Q.5 Which of the following is an example of performance based compensation?
- Fixed monthly salary
  - Health benefits
  - Commission based of sales
  - Paid vacation time
- Q.6 Which benefits provides financial security to employees after retirement?
- Pension plan
  - Paid leave
  - Health insurance
  - Overtime

### Section-B

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

- Q.7 The main purpose of performance based pay is to decrease employees' workload. (True/False)
- Q.8 What is full form of ESOP?
- Q.9 \_\_\_\_\_ is designed to motivate employees to exceed performance targets. (Basic Pay/Merit pay)

- Q.10 Incentive plans are mainly based on length of the service of employees only. (True/False)
- Q.11 \_\_\_\_\_ method promotes employee ownership in company. (Commission/ Profit Sharing)
- Q.12 Employee benefits are generally categorized as \_\_\_\_\_ compensation.(Direct/ Indirect)

### Section-C

- Note:** Short answer type Question. Attempt any eight questions out of Ten Questions. **(8x4=32)**
- Q.13 Briefly explain the concept of Performance Management.
- Q.14 Which principles should be followed for effective performance management?
- Q.15 Write a short note on Wages Code. 2020.
- Q.16 List down the factors that affect compensation policy of an organization.
- Q.17 Write a short note on natural of compensation.
- Q.18 Differentiate between minimum wage and living wage.
- Q.19 Briefly explain elements of compensation structure.
- Q.20 Give a brief explanation on incentive plans for blue collar workers.
- Q.21 Discuss in brief non-monetary rewards.
- Q.22 What is Total Reward Approach?