

- 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.

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