



WEST BENGAL STATE UNIVERSITY
BBA Honours 6th Semester Examination, 2021

BBAADSE12T-BBA (DSE3/4)

PERFORMANCE AND COMPENSATION MANAGEMENT

Time Allotted: 2 Hours

Full Marks: 50

*The figures in the margin indicate full marks.
Candidates are required to give their answers in their own words as far as practicable.
All symbols are of usual significance.*

GROUP-A

Answer any five questions from the following

2×5 = 10

1. Define Performance Management.
2. What is Performance Planning?
3. What is counselling?
4. What does the term Bonus mean?
5. What is Job Evaluation?
6. What is MBO?
7. What are Fringe Benefits?
8. What is Performance Appraisal?
9. What is Supplementary Pay Benefits?
10. What is Piece-Rate System?
11. What is Tax Planning?
12. What is Appraisal Error?
13. What is URS?
14. Mention two uses of e-PMS.
15. Mention any two features of Performance Metrics.
16. Mention any two features of Minimum Wages Act, 1948.

GROUP-B

Answer any four questions from the following

5×4 = 20

17. What are the objectives of performance management system?
18. Is performance management the same as performance appraisal?

19. Write a short note on: 360-degree analysis.
20. Performance management as an aid to learning and employee empowerment — Explain.
21. Explain in brief, the role of HR professionals in performance management.
22. Discuss the steps involved in compensation management process.
23. Explain the concept of job evaluation.
24. Write about supplementary pay benefits.
25. What are the various aspects to be looked into while developing effective incentive plans?
26. Describe tax planning as one of the aspect under the legal framework of wage determination.
27. Write a short note on VRS.
28. Trace the historical development of performance management.

GROUP-C

Answer any two questions from the following

10×2 = 20

29. Performance management aids the achievement of performance planning. Examine this critically.
30. Write about the financial and non-financial forms of compensation.
31. Explain the factors influencing organizational compensation structure.
32. What is an incentive? Discuss the different types of incentive systems.
33. Explain the features of minimum, fare and living wages prevalent in an organization.
34. Briefly describe the recent incentives practices in Indian Industries.
35. Briefly explain the linkage of performance management system with other HR practices.
36. Discuss the salient features of the Payment of Bonus Act, 1965.

N.B. : *Students have to complete submission of their Answer Scripts through E-mail / Whatsapp to their own respective colleges on the same day / date of examination within 1 hour after end of exam. University / College authorities will not be held responsible for wrong submission (at in proper address). Students are strongly advised not to submit multiple copies of the same answer script.*

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