



**WEST BENGAL STATE UNIVERSITY**  
BBA Honours 6th Semester Examination, 2022

**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.*

**GROUP-A**

**Answer any five questions from the following**

2×5 = 10

1. Define compensation management.
2. What is wage fixation?
3. State the concept of performance appraisal.
4. What is an assessment center?
5. What is meant by coaching?
6. Define VRS.
7. Mention the characteristics of effective performance metrics.
8. What do you understand by halo effect?
9. What is compensation?
10. What is the purpose of job evaluation?
11. Define wage survey.
12. What is a wage differential?
13. What do you mean by performance metrics?
14. What is downsizing?
15. What is a 'balanced scorecard'?
16. Give the idea of 'Minimum wages' as per 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. Distinguish between performance measurement and performance evaluation.
19. Briefly describe the performance management process.
20. Explain the ethical issues in Performance management.
21. Describe the process of construction of optimal pay structure.
22. Discuss the various methods of job evaluation.
23. What is the rationale behind setting up of the Pay Commission?
24. Discuss the main contents of Payment of Bonus Act, 1965.
25. What are the objectives of appraisal communication?
26. Briefly describe the importance of counseling as a component of performance management system.
27. Explain, how technology is used in performance management system.
28. Discuss, how performance management paves the way towards employee empowerment.

### GROUP-C

**Answer any two questions from the following**

10×2 = 20

29. Briefly explain the linkage of performance management system with other HR practices.
30. Discuss different methods of performance appraisal.
31. What are the strategies and challenges of implementing performance management system?
32. Write about the financial and non-financial forms of compensation.
33. Discuss the roles of HR professional in executing performance management.
34. Explain the legal issues in performance management.
35. Provide an overview of machinery for wage fixation.
36. Explain the various welfare legislations of your country.

**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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