

RAN-2108000406030004
T.Y.B.B.A (Sem. - VI) Examination October - 2025
Performance And Compensation Management
Time: 3 Hours]
[Total Marks: 70

સૂચના : / Instructions (1) ઉપરોક્ત દર્શાવેલ વિગતો ઉત્તરવહી પર અવશ્ય લખવી. Fill up strictly the above details on your answer book (2) All questions are compulsory (3) Figures shown on right side indicate full marks for that question	Seat No.: Student's Signature
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Q. 1 Answer in Brief (Any Seven) [14]

- (a) What is 'Assessment Centre'?
- (b) What are the types of reward? Explain.
- (c) Give an example of 'Salary Progression'.
- (d) Write down the steps in the process of Job Evaluation.
- (e) What are the four perspectives of 'Balanced Scorecard'?
- (f) Enlist the objectives of Compensation Management.
- (g) What is 360 Degree Performance Measurement?
- (h) Enlist various allowances given to employees in India.
- (i) List down the main provisions under the Equal Remuneration Act, 1976.
- (j) What was the purpose of enacting the 'Minimum Wages Act, 1948'?

Q. 2 Explain "Performance Management System" in context to its meaning, objectives and challenges. [14]
OR

What are the Principles of Performance Management System? Explain strategies for effective implementation of Performance Management System.

Q. 3 (a) What is 'Performance Planning'? Discuss the objectives of Performance Planning. [07]
(b) What is 'Performance Monitoring'? Explain Performance Monitoring Process. [07]
OR
Q. 3 Discuss Performance Development in the light of 'Performance Coaching' and 'Performance Counseling'. [14]
Q.4 (a) Which factors are considered in the determination of Compensation? Explain. [07]
(b) Define "Incentive". Discuss the Essentials of an Effective Incentive Plan. [07]
OR
Q. 4 What is 'Compensation'? State its components. Discuss 'Employee Stock Option' and 'Voluntary Retirement Scheme' in detail. [14]
Q. 5 Write Short Notes (Any Two): [14]

- (a) Payment of Wages Act, 1936
- (b) Employees' State Insurance Act, 1948
- (c) Payment of Gratuity Act, 1972
- (d) Maternity Benefit Act