

- Q.20 Explain the concept of Total Reward Approach.
- Q.21 What are the key provisions of the Wage Code 2020?
- Q.22 Describe the importance of employees benefits in improving morale and retention.

#### SECTION-D

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

- Q.23 Explain in detail the Performance Management System and its implementation in organizations.
- Q.24 Discuss the elements of Compensating Structure and their role in motivating employees.
- Q.25 What are the major provisions and implications of the wage Code 2020 on employers and employees?

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#### 5th Sem / Business Management (Human Resource Management)

#### 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 Which of the following is not an element of Performance Management?
- a) Planning                      b) Monitoring  
c) Termination                d) Reviewing
- Q.2 The main objective of performance appraisal is:
- a) Punishment  
b) Promotion decision  
c) Measuring employee performance  
d) Reducing cost
- Q.3 Which of the following is a component of compensation?
- a) Bonus                              b) Leave policy  
c) Training                            d) Job description

Q.4 Minimum Wages Act ensures:

- a) Equal pay
- b) Fair working conditions
- c) Basic wage protection
- d) Job security

Q.5 Incentive plans are primarily designed to:

- a) Increase absenteeism
- b) Motivate employees
- c) Reduce communication
- d) Increase fixed pay

Q.6 The Wage Code 2020 consolidates how many labour laws?

- a) Two
- b) Three
- c) Four
- d) Five

**SECTION-B**

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

Q.7 Fill the blank: \_\_\_\_\_ is the systematic process of evaluating employee performance against set goals.

Q.8 Complete the sentence: The purpose of performance appraisal is \_\_\_\_\_.

Q.9 True/False: Performance Management and Performance Appraisal are the same concepts.

Q.10 Fill in the blank: \_\_\_\_\_ refers to all forms of pay or rewards given to employees for their work.

Q.11 True/False: The Wage Code 2020 consolidates four different labour laws.

Q.12 Complete the sentence: Employee benefits include \_\_\_\_\_ such as health insurance, leave, and retirement plans.

**SECTION-C**

**Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)

Q.13 Explain the principles of effective Performance Management.

Q.14 Discuss the steps involved in a Performance Management System.

Q.15 What are the factors affecting Compensation Policy?

Q.16 Differentiate between Wages and Salary.

Q.17 What is the importance of Performance Management in organizations?

Q.18 Describe various types of incentive plans for blue-collar workers.

Q.19 Write a short note on Variable Pay and Fixed Pay.