

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
Post-Graduate Department of Commerce (M. Com)
M.Com Part-II, Semester-III, Semester End Examination, November 2022
Business Management
COO343 Performance and Compensation Management (OA - 18A)

Duration: 3 Hours**Max Marks: 60****Instructions:**

1. *This paper consists of NINE questions carrying Equal marks.*
2. *Question No.1 consists of 5 Compulsory questions of 2 marks each.*
3. *Answer any FIVE questions from question 2,3,4,5,6,7,8 and 9.*
4. *Each question carries 10 marks. Figures to the right indicate marks.*

Q.1. Answer the following

5x2=10

- a) Explain job evaluation technique.
- b) Explain market competitive pay system.
- c) Explain Designing incentive pay programe.
- d) Explain Performance reviews.
- e) Write a short note on Internally consistency.

Q.2. A. Explain the performance management process.

10 marks

Q.3.A. Discuss key factors considered while conducting a performance review meeting.

10 marks

Q.4. A. Explain various Alternative Job-Content Evaluation Approaches.

10 marks

Q.5. A. Explain job analysis and state the steps in the job analysis process.

05 marks

B. Explain job evaluation and state the steps of job evaluation process.

05 marks

Q.6.A. Explain in detail balance scorecards Method.

05 marks

B. Benefits of balance scorecard method.

05 marks

Q.7. A. Explain Designing Merit pay systems. **04 marks**

B. Explain Designing Sales Incentive Compensation Plans. **06 marks**

Q.8. A. Discuss various ways Compensation professionals promote effective compensation systems. **10 marks**

Q.9.A. Explain Individual Incentives pay with example. **05 marks**

B. Explain Company wise Incentives pay with examples. **05 marks**

*******Best Wishes*******