

Seat
No.

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आभास - 064

408 - SPECIALIZATION (MINOR - II) 448 C
Human Resource Management
(Performance & Compensation Management)

P. Pages : 1

Time : Three Hours

Max. Marks : 60

Instructions to Candidates :

1. Do not write anything on question paper except Seat No.
2. Answersheet should be written with blue ink only. Graph or diagram should be drawn with the same pen being used for writing paper or black HB pencil.
3. Students should note, no supplement will be provided.
4. Answers to both the sections should be written in the same answer sheet.
5. Attempt **any three** questions from Section - I & **any two** from Section - II.
6. All questions carry equal marks.

SECTION - I

1. "Including a team component in the performance management system has some unique challenge" - Explain.
2. "Discuss briefly the characteristics of an ideal performance management to be successful.
3. Interpersonal communication & feedback in the cornerstone for the success of performance coaching & review - comment.
4. Briefly describe various types of individual incentive system. How do group incentive system differ from individual incentive system.
5. What do you mean by 'fringe benefits' ? Explain its need & various types offered in India.

SECTION - II

6. "Performance management is an ongoing process". It never ends" - comment.
7. What do you understand by wage & salary administration ? State its objectives & basic principles that any wage plan must follow.
8. Write a note on :
 - a) Best practices in international rewards.
 - b) Job evaluation.
 - c) Performance determinants.
