

**Bharati Vidyapeeth  
(Deemed to be University), Pune  
School of Distance Education**

<b>Name of the Assignment Setter:</b>		<b>Mr.Yashwant Kumar</b>			
<b>Course:</b>	<b>BBA (CBCS )</b>	<b>Class:</b>	<b>BBA</b>	<b>Semester:</b>	<b>Vth Semester</b>
<b>Subject:</b>	<b>Performance and Compensation Management</b>				
<b>Q.1)</b>	Attempt <b>ANY ONE</b> of the Following ( <b>1000 Words</b> )				<b>(10)</b>
<b>a)</b>	Discuss the process of performance appraisal?				
<b>b)</b>	What is 360 degree performance appraisal? Discuss its advantage and disadvantages.				
<b>Q.2)</b>	Attempt <b>ANY TWO</b> of the Following ( <b>800 Words</b> )				<b>(12)</b>
<b>a)</b>	What are wage incentive schemes? Discuss their merits and demerits.				
<b>b)</b>	Discuss various component of remuneration.				
<b>c)</b>	Describe the difference between trait oriented and result oriented performance appraisal instruments, identifying some instruments used in each case.				
<b>d)</b>	Discuss the operation of an ESOP and why it benefits employer & employee.				
<b>Q.3)</b>	Write Short Notes on ( <b>ANY TWO</b> )				<b>(08)</b>
<b>a)</b>	Performance based pay				
<b>b)</b>	Wage Boards				
<b>c)</b>	Fringe Benefits				
<b>d)</b>	e-PMS				
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