

Total No. of Questions : 5]

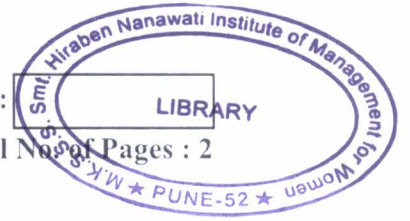
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SEAT No. :

[Total No. of Pages : 2



**PHM-615-MJ : COMPENSATION MANAGEMENT & PERFORMANCE
APPRAISAL IN PHARMA & HEALTHCARE MANAGEMENT
(2024 Pattern) (Semester - III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each questions has an internal option.*
- 3) *Your answer should be specific & to the point.*

Q1) Answer any 5 out of 8. (2 marks each)

[10]

- a) Enlist the components of compensation management
- b) Define performance management.
- c) Explain Job analysis.
- d) Name any two techniques of job evaluation.
- e) What is the long form of FLSA?
- f) What is the rating scale method?
- g) Name methods of performance appraisal.
- h) Explain Global compensation.

Q2) Write short notes on (any 2 out of 3) (5 marks each)

[10]

- a) Ethical issues in compensation management.
- b) Challenges in linking performance appraisal to compensation.
- c) Key components of an effective performance appraisal system.

P.T.O.

Q3) Answer 3 (a) or 3 (b)

[10]

- a) With suitable examples evaluate the methods of performance appraisal.
- b) Evaluate the labour laws affecting the compensation in pharma & health care management.

Q4) Answer 4 (a) or 4 (b)

[10]

- a) Analyze management by objectives as the method of performance appraisal for the employees of a pharmaceutical company.
- b) Explain the process of compensation management with suitable example.

Q5) Answer 5 (a) or 5 (b)

[10]

- a) Sahydri Hospitals wants to appraise the performance of their resident doctors. Design a suitable performance appraisal form.
- b) Big hospital chains use their compensation packages as a tool to gain competitive advantage. Is this a right move? Justify your answer.

