



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Industrial Relations and Personnel Management Programme
First Semester 2021/2022 Examination

Level	: 400
Course Title	: Performance Appraisal & Compensation Management
Course Code	: IRP 407
Instruction	: Answer Question One & Any Other Two Questions
Time Allowed	: 2 ^{1/2} Hours
Date	: 16 th March, 2022

- Q1. (a) What is performance of Appraisal (10 Marks)
(b) Briefly discuss the first five objectives of Performance Appraisal (10 Marks)
(ii) Give the strengths of straight salary plans (10 Marks)
- Q2. (a) Briefly highlight the following:
(i) When is straight commission plan considered to be the best? (5 Marks)
(ii) When is straight salary plan considered to be the best? (5 Marks)
(b) Give the first five, of the six steps of the performance Appraisal process (10 Marks)
- Q3. (a) In discussing the basic types of compensation plans, establish what makes salary compensation plan to be different from straight commission plans (15 Marks)
(b) What is Compensation? (5 Marks)
- Q4. In considering the approaches to performance appraisal, briefly discuss the following;
(i) Old performance appraisal approach and (10 Marks)
(ii) Contemporary approach (10 Marks)
- Q5. (a) Highlight measures of employee performance (10 Marks)
(b) Discuss purpose of performance appraisal (10 Marks)