

MP-403 (New)

December - Examination 2015

MBA IInd Year Examination**Performance Management and Compensation
Planning****Paper - MP-403 (New)****Time : 3 Hours]****[Max. Marks :- 80**

Note: The question paper is divided into three sections A, B and C. Write answers as per given instructions.

Section - A

8 x 2 = 16

Note: Attempt all questions within 30 words for each.

- 1) (i) Write any two objectives of performance appraisal.
- (ii) What do you mean by performance planning?
- (iii) Define reinforcement.
- (iv) What do you mean by competency?
- (v) What do you mean by non-monetary incentives?
- (vi) Write any four factors affecting practices of compensation.
- (vii) What is OB Modification?
- (viii) What do you mean by performance appraisal system?

Section - B

4 x 8 = 32

Note: Attempt any four questions within 200 words for each.

- 2) "Is appraising potential more difficult than appraising performance". Critically examine and discuss the issue.
- 3) Discuss the elements necessary to make an effective performance management.
- 4) Discuss the mechanism to examine person's potential.
- 5) What do you mean by competency model? Enumerate and explain the steps to build an effective competency model.
- 6) Discuss the various factors affecting compensation.
- 7) What is profit sharing? How does it differ from wage payments?
- 8) Define benefits. Briefly discuss benefits management.
- 9) Write the guiding principles in developing strategies.

Section - C

2 x 16 = 32

Note: Attempt any two questions within 500 words each.

- 10) Why is competency based management need of the hour for modern organisations? Explain various steps involved in competency mapping.
- 11) Explain the recommendations of various pay commissions appointed by the government of India.
- 12) What do you mean by job evaluation? Discuss the different methods of job evaluation.
- 13) Define performance appraisal. Discuss the modern methods of performance appraisal in detail with suitable examples.