MP-403

June - Examination 2026

Master of Business Administration (IInd Year) Examination

Performance Management and Compensation

Paper : MP-403

[*Time: **3** Hours*] [*Maximum Marks: **80***]

Note :- The question paper is divided into three Sections A, B and C. Write answers as per the given instructions in each section.

Section-A **8×2=16**

(Very Short Answer Type Questions)

Note :- Answer **all** questions. As per the nature of the question delimit your answer in one word, one sentence or maximum up to **30** words. Each question carries **2** marks.

1. (i) What is the primary objective of a Performance Appraisal?
   (ii) Define Performance Planning.
   (iii) What is the meaning of Reinforcement?
   (iv) Define Potential Appraisal.
   (v) What do you understand by Competency Mapping?
   (vi) Define Compensation Management.
   (vii) What is the main purpose of Job Evaluation?
   (viii) Name any two recent trends in Modern Compensation Systems.

Section-B **4×8=32**

(Short Answer Type Questions)

Note :- Answer **any four** questions. You have to delimit your each answer maximum up to **200** words. Each question carries **8** marks.

2. What is the difference between Performance Appraisal and Performance Management System?
3. Explain the key steps involved in developing Effective Performance Management Strategies.
4. How does OB Modification help in improving employee performance?
5. Discuss the difference between Competency Analysis and Competency Mapping.
6. Write a note on managing Compensation.
7. Explain the role of incentives and rewards in driving high performance.
8. What are employee benefits and why are they considered a strategic tool for talent retention?
9. Write a note on Job Evaluation.

Section-C 2×16=32

(Long Answer Type Questions)

Note :- Answer **any two** questions. You have to delimit your each answer maximum up to **500** words. Each question carries **16** marks.

10. Critically analyse the entire process of Performance Planning.

11. Detailed the OB Modification Step by Step Process.

12. Discuss the significance to succession planning in Potential Appraisal.

13. Discuss the recent innovative practices in compensation, including flexible benefits.
