

**MP-403(New)**

December - Examination 2016

**Master of Business Administration - II 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 × 2 = 16**

- 1) Attempt all questions within 30 words each:
- (i) Explain difference between performance and potential appraisal.
  - (ii) Define competency mapping.
  - (iii) What are various monetary incentives?
  - (iv) Explain the relation between reward and performance.
  - (v) Discuss the importance of job evaluation.
  - (vi) Explain profit sharing.
  - (vii) Define Assessment Centre.
  - (viii) What is Management By Objectives (MBO)?

**Section - B****4 × 8 = 32**

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

- 2) Is performance appraisal the same as performance management?
- 3) Explain self appraisal. Why self appraisal is valued more now a days.
- 4) What are fringe benefits and incentives? Give examples for each.
- 5) List the conditions which are necessary for successfully introducing performance related pay.
- 6) What are the uses and advantages of 360 degree feedback?
- 7) Assessment centres use well integrated sets of tests exercises, simulations and instruments. Discuss.
- 8) What are the problems with contemporary pay system? How do you relate pay with competence?
- 9) Write note on managing employee benefits.

**Section - C****2 × 16 = 32**

**Note:** Attempt **any two** questions within 500 words each.

- 10) Explain performance appraisal process and analyse the role of manager in making the process effective.
- 11) Discuss various methods of performance appraisal.
- 12) What are the managerial change which are having an impact on performance management.
- 13) Interpersonal communication and feedback is the corner stone for success of performance coaching and review. Explain.