

**MP-403(New)**

December - Examination 2017

**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**

(Very Short Answer Questions)

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

- 1) (i) Define competency mapping.
- (ii) Explain performance assessment.
- (iii) Define job evaluation.
- (iv) Define core competencies.
- (v) Define compensation structure.

- (vi) Define negative reinforcement.
- (vii) Define incentives and rewards.
- (viii) Explain performance related pay (PRP).

**Section - B****4 × 8 = 32**

(Short Answer Questions)

**Note:** Answer **any four** questions. Each answer should not exceed 200 words. Each question carries 8 marks.

- 2) State importance of performance management as a system and elaborate its relevance to job evaluation.
- 3) Explain various methods of competency mapping.
- 4) “Appraising performance is easier than appraising potential”. How?
- 5) What do you mean by internal equity and external equity in compensation systems?
- 6) Explain MBO. What are its advantages for employer and employee? Discuss.
- 7) What is the importance of job evaluation?. Explain.
- 8) What are the consequences of pay dissatisfaction?
- 9) What are various methods of performance appraisal? Explain 360 degree appraisal system in detail.

**Section - C****2 × 16 = 32**

(Long Answer Questions)

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

- 10) Discuss the wage determination process. What are the behaviour and corporate issues in compensation management. Explain.
  - 11) “Performance and development planning (PDP) is a collaborative process involving both the supervisors and employees”. Explain.
  - 12) “Compensation must fulfill the intrinsic and extrinsic needs of employee”. Discuss.
  - 13) What are the various methods of the compensation facing.
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