

MP-403(New)

December - Examination 2018

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) Explain the following concepts:
 - (i) Potential Appraisal
 - (ii) Competency Mapping
 - (iii) Job Evaluation
 - (iv) Profit Sharing
 - (v) Assessment Centre

- (vi) Self Appraisal
- (vii) Feedback
- (viii) Bonus

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) Discuss the process of Potential Appraisal.
- 3) Explain the importance of competency mapping.
- 4) Discuss the process of performance Appraisal.
- 5) Discuss the methods of profit sharing.
- 6) Examine the components of 360 degree appraisal system.
- 7) Discuss the conditions for introducing performance related pay system.
- 8) Discuss the Managerial issues for performance management.
- 9) Discuss the Contemporary Pay System in India.

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 emerging challenges for compensation administration in India.
 - 11) Discuss the methods of performance evaluation system.
 - 12) What do you mean by performance management system? How is it different from performance appraisal system? Explain.
 - 13) “Communication is important component of performance management system”. Comment.
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