

MP-403(New)

December - Examination 2019

**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 performance management
- ii. What is MBO?
- iii. Write any two performance management strategies
- iv. Define reinforcement
- v. What do you mean by OB modification?
- vi. What is competency mapping?

- vii. Write any two objectives of compensation.
- viii. What is profit sharing?

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 performance planning in detail.
3. Write a note on pitfalls in performance management.
4. Discuss the mechanism to examine a person's potential.
5. Define 'incentives'. What are its major determinants? Discuss.
6. What are different challenges for an employer while managing the benefits? Explain.
7. Discuss the process of job evaluation.
8. Discuss the performance management process.
9. Differentiate between primary reinforcement and secondary reinforcement.

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 competency analysis methodology in detail.
11. Discuss the emerging challenges for compensation administration in India.
12. Discuss the different performance appraisal methods in detail.
13. Discuss the steps involved in competency mapping in detail.