

MP-403(New)

December – Examination 2020

Master of Business Administration (IInd Year) Examination

**Performance Management and
Compensation Planning**

Paper : MP-403(New)

Time : 2 Hours]

[Maximum Marks : 80

Note :- The question paper is divided into two Sections A and B. Write answers as per the given instructions.

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 upto **30** words. Each question carries 2 marks.

1. (i) Define negative reinforcement.
- (ii) What is Compensation Structure ?
- (iii) What is Fringe benefit ?
- (iv) What do you mean by core competencies ?
- (v) Define Performance Management.
- (vi) Define HRD culture.
- (vii) What do you mean by learning ?
- (viii) Define Performance Appraisal.

Section-B **4×16=64**

(Short Answer Type Questions)

Note :- Answer any *four* questions. Answer should not exceed **200** words. Each question carries 16 marks.

2. Discuss framework for HRD process.
3. Write short notes on the following :
 - (a) Quality work life
 - (b) Competency based development
4. Discuss major challenges to performance management at organisations in today's business scenario.

5. Discuss competency analysis in detail.
6. Describe the factors affecting learning.
7. Discuss the various steps involved in performance planning.
8. Define incentives and rewards. Discuss determinants of both in detail.
9. Discuss OB Modification.