

MP-403

December – Examination 2021

Master of Business Administration (IInd Year) Examination

Performance Management and
Compensation Planning

Paper : MP-403

Time : 1½ 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

4×4=16

(Very Short Answer Type Questions)

Note :- Answer any *four* questions. As per the nature of the question delimit your answer in one word, one sentence or maximum up to **30** words. Each question carries 4 marks.

1. (i) What do you mean by Performance Review ?
- (ii) What is Performance Management ?
- (iii) What is Primary Reinforcement ?
- (iv) What is Organisational Behaviour Modification ?
- (v) What do you mean by Potential ?
- (vi) What do you mean by Organizational Competencies ?
- (vii) Explain any *two* Objectives of Compensation.
- (viii) What do you mean by Profit Sharing ?

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. "Performance Appraisal is not merely far appraisal but is far accomplishment and improvement of performance." Discuss.
3. What do you mean by Performance Planing ?

Explain the role of performance planning in organizations.

4. Why should we develop performance measures ? How should you measure your employee performance ?
5. "Well defined strategies ensure organizational sustainability by aligning employee performances with organizational expectations." Discuss.
6. Differentiate between negative reinforcement and punishment.
7. Explain the various methods of Competency Mapping.
8. Explain the challenges for employers in Managing benefits.
9. Explain the concept of job evaluation. Write down the various steps to be followed in Job evaluation process.