

MP-403

December – Examination 2022

**Master of Business Administration
(IInd Year) Examination**

**PERFORMANCE MANAGEMENT AND
COMPENSATION PLANNING**

Paper : MP-403

Time : 3 Hours]

[Maximum Marks : 80

Note :- The question paper is divided into three Sections A, B and C. 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 up to **30** words. Each question carries 2 marks.

1. (i) Define Potential Appraisal.

- (ii) What is the full form of ESOP ?
- (iii) Define HRD climate.
- (iv) What is BARS ?
- (v) Define Performance Management.
- (vi) Name any *two* methods of job evaluation.
- (vii) Define Negative Reinforcement.
- (viii) What is 360° feedback ?

Section-B **4×8=32**

(Short Answer Type Questions)

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

- 2. Discuss the components of compensation.
- 3. What is Competency Analysis ? Explain its purpose.
- 4. Define framework of HRD process.
- 5. Write a note on employee benefits.
- 6. Explain the benefits of role analysis in organisations.

- 7. What are the applications of competency mapping? Explain.
- 8. What do you mean by learning ? Discuss different theories of learning.
- 9. "Alignment of all performance dimensions result in well set strategies." Elaborate.

Section-C **2×16=32**

(Long Answer Type Questions)

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

- 10. Discuss the steps involved in designing compensation structure.
- 11. Design the process of managing performance of a management consultancy firm.
- 12. Performance counselling is the heart of the performance management system. Do you agree ? Justify your answer.
- 13. Discuss different methods of performance appraisal in detail.