

12. "HRD is a System." Explain. What are the processes involved in HRD System ?
13. What are the major incentives for managers and executives ? Explain various incentive plans.

## **MP-403**

**December – Examination 2023**

### **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) What are the various purposes of Performance Appraisal ?
- (ii) Define HRD Climate.
- (iii) Define Potential Appraisal.
- (iv) Define BARS.
- (v) Define Profit Sharing.
- (vi) What is Negative Reinforcement ?
- (vii) What is the full form of ESOP ?
- (viii) What is Quality of Work Life ?

**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. Define and explain the Nature of HRD.
3. Explain the various steps involved in Competency Mapping.

4. Discuss the behaviour approaches for performance management in detail.
5. Explain the objectives of Performance Management Strategies.
6. What is Competency Analysis ? Also explain its purpose.
7. Describe principle and factors affecting learning.
8. Describe various methods of Job Evaluation.
9. What are the major requisites for Profit Sharing ?

**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. Performance counselling is the heart of the performance management system. Do you agree ?
11. Design a performance planning process for your organisation.