

MP-403

December - Examination 2025

Master of Business Administration (II 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. Define the following terms -
 - (i) Performance Appraisal
 - (ii) Reinforcement
 - (iii) Organizational Behaviour
 - (iv) Job Evaluation
 - (v) Incentives
 - (vi) Performance Monitoring
 - (vii) Recognition and Rewards
 - (viii) Performance Management Strategies

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. Describe the significance and purpose of Performance Management.
3. Briefly explain the tips involved in effective Performance Coaching.
4. What is meant by Performance Coaching? Explain its importance.
5. Change is never easy. Why do Employees and Organizations resist change?
6. Differentiate between Performance Management and Performance Appraisal.
7. Discuss the various factors effecting Compensation Strategies.
8. Why has Compensation become important for organizations today?
9. Write a note on Job Evaluation.

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 ethical perspective in Performance Appraisal System.
11. Discuss the factors responsible for high employee turnover and what are the strategies to retain employees?
12. Discuss the meaning, importance and objectives of Potential Appraisal.
13. Write a note on the following -
 - (I) Competency Analysis
 - (II) Competency Mapping
