

12. Discuss the process of competency analysis. How is competency analysis different from job analysis ?
13. Discuss the process of performance management in detail.

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MP-403(New)

June – Examination 2020

Master of Business Administration (IInd Year) Examination

Performance Management and
Compensation Planning

Paper : MP-403(New)

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 upto 30 words. Each question carries 2 marks.

1. (i) Define potential appraisal.
- (ii) Define HRD climate.
- (iii) Define BARS.
- (iv) Define Job evaluation.
- (v) What do you mean by learning ?
- (vi) Define Performance Planning.
- (vii) Any *two* factors that affect compensation.
- (viii) What is OB modification ?

Section-B

4×8=32

(Short Answer Type Questions)

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

2. Explain objectives of performance management strategies.
3. Explain the various methods of compensation mapping.
4. Define and explain nature of HRD.

5. Discuss any *two* theories of learning in detail.
6. Explain the benefits of role analysis in organisations.
7. “No organisation can survive without improving its performance management.” Do you agree ? Support your answer with proper justification.
8. Discuss any *two* performance appraisal methods.
9. What is job evaluation ? Explain process in detail.

Section-C

2×16=32

(Long Answer Type Questions)

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

10. Discuss the wage determination process in an industrial organisation in detail.
11. What are the major incentives for managers ? Explain various incentives plan in detail.