

MP-403

June – 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 is the importance of performance appraisal ?

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(1)

T-499 *Turn Over*

- (ii) What do you mean by learning ?
- (iii) What is compensation structure ?
- (iv) What do you mean by rewarding ?
- (v) What is OB modification ?
- (vi) Describe the factors affecting compensation.
- (vii) What is fringe benefit ?
- (viii) What is wages board ?

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. Explain the process to identifying the core competencies.
3. What are the benefits of competencies ?
4. Elaborate the mechanism of HRD.
5. What are the challenges to performance management ?
6. Explain the various methods of competency mapping.

7. Discuss the behavioural approaches for performance management.
8. Define and explain the nature of HRD.
9. Describe principle and factors affecting learning.

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. Design a performance planning process for your organisation.
11. Describe the concept and perspective on performance managing.
12. Why has performance appraisal turned into a mere ritual ?
13. What do you mean by compensation planning ? Write in detail the process of compensation planning.