

9. Is appraising potential more difficult than appraising performance ?

**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. Write note on pay for performance.
12. Design a performance planning process for your organisation.
13. What you mean by fringe benefits ? Why they are important ?

**MP-403**

**June – Examination 2024**

**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. Define the following :

- (i) What do you mean by performance planning ?
- (ii) What is compensation structure ?
- (iii) What is the importance of performance appraisal system ?
- (iv) Enlist any *two* steps in process of performance appraisal.
- (v) What are the approaches to performance appraisal ?
- (vi) What are the advantages of performance appraisal ?
- (vii) Narrate two limitations of performance appraisal system.
- (viii) What do you mean by rewarding ?

**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 factors affecting compensation.
3. What is the basic difference between performance appraisal and performance management ?
4. Explain objectives of performance management.
5. What are the benefits of performance management ?
6. What is negative reinforcement ?
7. What is performance managing ? Explain the process.
8. Which method of appraisal is most suited for appraising the following categories of employees ?
  - (a) IT professional
  - (b) Telesales
  - (c) HR professionals
  - (d) R & D ScientistGive justifications for choosing any particular method.