

**MP-403 (New)**

June - Examination 2016

**Master of Business Administration - II Year Examination**  
**Performance Management and Compensation Planning**  
**Paper - MP-403 (New)**

**Time : 3 Hours ]**

**[ Max. Marks :- 80**

**Note:** The question paper is divided into three sections A, B and C. Write answers as per given instructions.

**Section - A**

**8 × 2 = 16**

(Very Short Answer Questions)

**Note:** Attempt **all** questions within 30 words each.

- 1) (i) Define performance planning
- (ii) Explain performance coaching and counselling.
- (iii) Discuss importance of mentoring in performance management.
- (iv) Why is self assessment important?
- (v) Explain performance related pay with example.
- (vi) Can performance management be a source of change?
- (vii) Define 360° appraisal systems.
- (viii) Good performance require role clarity.

**Section - B****4 × 8 = 32**

(Short Answer Questions)

**Note:** Attempt **any four** questions in 200 words each.

- 2) 'The balanced score card focuses on the measures that drive the employee performance'. Discuss.
- 3) Explain advantages of assessment centres.
- 4) Explain factors effecting compensation management.
- 5) Explain various monetary and non-monetary compensation system.
- 6) Explain OB modification and its importance.
- 7) Explain various performance and non performance related rewards.
- 8) Explain recent practices of compensation.
- 9) Explain various performance related strategies.
- 10) What is the significance of potential appraisal? How potential appraisal is related to performance appraisal?

**Section - C****2 × 16 = 32**

(Long Answer Questions)

**Note:** Answer **any two** questions in 500 words each.

- 10) Explain 360° appraisal, rationale behind such appraisal method. Explain its process.
  - 11) 'Knowledge of the importance of compensation management makes you a hard core human resource manager'. Explain with the objectives and criteria of compensation management.
  - 12) Performance and development planning is a collaborative process involving both supervisor and employee. Elucidate.
  - 13) Explain the process of performance management system.
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