

MP-403(New)

June - Examination 2017

**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: Answer **all** questions in 30 words each.

- 1) (i) Define 360° feedback.
- (ii) Define potential appraisal.
- (iii) Define executive compensation.
- (iv) Define BARS.
- (v) What is fringe benefit.
- (vi) What is a wage board?

(vii) Define performance counseling.

(viii) Define pay structure.

Section - B

4 × 8 = 32

(Short Answer Questions)

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

- 2) What are wage incentive schemes? Discuss their merits and demerits.
- 3) How can you link performance management system with achievement of set organisational goal.
- 4) Enumerate linking reward strategy in performance management.
- 5) Explain common rating errors in the performance management.
- 6) Explain the process of conducting 360° degree appraisal.
- 7) Mention the advantages of maintaining pay equity in organisation.
- 8) Define incentive. What are the different types of incentives?
- 9) Write short notes on:
 - (i) Wage Board
 - (ii) Performance Based Pay

Section - C**2 × 16 = 32**

(Long Answer Questions)

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

- 10) Explain the process of performance management and analyse the role of a manager in making the process effective.
 - 11) “Knowledge of the importance of compensation management makes you a hard core HR manager”. In the light of this statement explain the objectives and criteria of compensation management.
 - 12) “Fringe benefits are normally used as an informal way rather than an ethical motivation in a company. Evaluate critically.
 - 13) Elaborate various incentive plans followed in modern organisations.
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