

## MP-403(New)

June - Examination 2018

### 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. As per the nature of the question delimit your answer in one word, one sentence or maximum upto 30 word. Each question carries 2 marks.

- 1) Explain the following concepts:
  - (i) Performance Appraisal
  - (ii) Performance Planning
  - (iii) Reinforcement
  - (iv) Competency Analysis
  - (v) Job Equity
  - (vi) Potential Appraisal

(vii) Incentives

(viii) Performance Management System

### Section - B

4 × 8 = 32

(Short Answer Questions)

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

- 2) Discuss the process of Performance Planning.
- 3) Explain various types of Performance Management System.
- 4) Discuss the process of competency mapping.
- 5) What do you mean by employee benefits? Explain.
- 6) Discuss the parameters of reward system.
- 7) What is the importance of competency analysis? Explain.
- 8) Discuss components of potential appraisal.
- 9) Explain 360 degree appraisal system in detail.

### Section - C

2 × 16 = 32

(Long Answer Questions)

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

- 10) Discuss the recent practices of compensation in India.
- 11) Discuss organisation behavior modification process.
- 12) Discuss performance management strategies.
- 13) What are the various methods of the performance appraisal? Explain.