

**MP-403(New)**

June - Examination 2019

**Master of Business Administration - II Year  
Examination**

**Performance Management and Compensation  
Planning**

**Paper - MP-403(New)**

**Time : 3 Hours ]**

**[ Max. Marks :- 80**

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**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 words. Each question carries 2 marks.

- 1) (i) Define HRD climate.
- (ii) Define potential appraisal.
- (iii) What is full form of ESOP?
- (iv) What is BARS?

- (v) Define negative reinforcement.
- (vi) What is 360° Feedback?
- (vii) Define Performance Management.
- (viii) Name any two methods of job evaluation.

**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) Define framework of HRD process.
- 3) What are the applications of competency mapping? Explain.
- 4) 'Alignment of all performance dimensions result in well set strategies'. Elaborate.
- 5) What do you mean by learning? Discuss different theories of learning.
- 6) What is competency analysis? Explain its purpose.
- 7) Explain the benefits of role analysis in organisations.
- 8) Write a note on employee benefits.
- 9) Discuss the components of compensation.

**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) Design the process of managing performance of a management consultancy firm.
  - 11) Discuss different methods of performance appraisal in detail.
  - 12) Performance counseling is the heart of the performance management system. Do you agree? Justify your answer.
  - 13) Discuss the steps involved in designing compensation structure.
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