

9. Write short notes on any *two* of the following :

- (a) Competency Analysis
- (b) Fringe Benefits
- (c) Recent practices of compensation

MP-403

June – Examination 2022

Master of Business Administration (IInd Year) Examination

**Performance Management and
Compensation Planning**

Paper : MP-403

Time : 1½ Hours]

[Maximum Marks : 80

Note :- The question paper is divided into two Sections A and B. Write answers as per the given instructions.

Section-A

4×4=16

(Very Short Answer Type Questions)

Note :- Answer any *four* 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 4 marks.

1. (i) Define Compensation.
- (ii) List *four* types of Performance Appraisal.
- (iii) What do you understand by Performance Planning ?
- (iv) What is Potential Appraisal ?
- (v) What is Reinforcement ?
- (vi) Define Competency Mapping.
- (vii) Define Incentives.
- (viii) Define Job Evaluation.

Section-B

4×16=64

(Short Answer Type Questions)

Note :- Answer any *four* questions. Answer should not exceed **200** words. Each question carries 16 marks.

2. Elucidate the process of performance appraisal.
Design a performance planning process for an organization.

3. Discuss *four* performance management strategies being used by the organizations in detail.
4. Discuss at length various limitations of performance appraisal system.
5. What are the components of Compensation Management ? Discuss the different forms of employee compensation for Executive.
6. What are the external factors influence Compensation Management ?
7. What are the advantages and disadvantages of compensation approaches such as skill-based pay and competency-based pay ? How can you overcome the disadvantages ?
8. What do you understand by Performance Monitoring ? How does Performance monitoring differ from supervision ? What are the principles of monitoring ?