

MBA II Year Examination
MP-403- Performance Management and Compensation

Time: 3 Hours

Max. Marks: 80

Note: The question paper is divided into three sections A, B & C. Write Answers as per the given instructions.

Section A (Very Short Answer Type Questions)

Note: Answers all 8 questions. As per the nature of the questions you delimit your answer in one sentence up to 50 words. Each question carries equal marks. (Marks 2x8=16)

1. What is the importance of performance appraisal?
2. What are the various purpose of performance appraisal?
3. What do you mean by learning?
4. Define HRD climate.
5. What do you mean by core competencies?
6. What is competency analysis?
7. Define potential appraisal?
8. What do you mean by performance planning?
9. Define performance management system.
10. What is compensation structure?
11. What do you mean by rewarding?
12. What is OB modification?
13. Define executive compensation.
14. Define BARS.
15. Describe the factors affecting compensation.
16. What is wages board?
17. What do you mean by job evaluation?
18. What is the basic difference between performance appraisal and performance management.
19. What is a fringe benefit?
20. Define profit sharing.
21. What do you mean by HRD culture?
22. What is negative reinforcement?
23. What do you mean by quantitative and qualitative techniques?
24. What is the full form of ESOP?

Section B
(Short Answer Type Questions)

Answer any 4 questions. Each answer should not exceed 100 words. Each question carries 08 marks. (Marks 8x4 = 32)

1. Explain the process to identifying the core competencies.
2. What are the benefits of competencies?
3. Why competency based management is needed for modern organizations?
4. Explain the various steps involved in competency mapping.
5. Elaborate the mechanisms of HRD.
6. Explain the benefits of role analysis in organizations?
7. Write short note on
 - a) Quality of work life
 - b) Competency based development
8. Define a frame work for the HRD process.
9. What do u mean by core competencies explain its characteristics?
10. How would you identified the core competency of the company?
11. What are the challenges to performance management to organizations in today's business scenario?
12. No organization can survive without improving its performance. Do you agree?
13. Explain the various methods of competency mapping.
14. What are the applications of competency mapping?
15. Discuss the behavior approaches for performance management in detail.
16. "Alignment of all performance dimension result in well set strategies." Elaborate.
17. Explain objectives of performance management strategies.
18. What are the problems associated with over emphasis on performance management in today's corporate world?
19. Why do different organization have different performance management system, although the principle of performance management is same everywhere?
20. Define and explain the nature of HRD.
21. Explain competency theories in brief.
22. What is competency analysis also explain its purpose.
23. Describe principle and factors affecting of learning.
24. What do you mean by learning? Discuss the various theories of learning?

Section C

(Long Answer Type Questions)

Answer any 2 questions. Each answer should not exceed 800 words. Each question carries 16 marks. (Marks 2x16=32)

1. Performance counseling is the heart of the performance management system. Do you agree?
2. Why has performance counseling in the organizational context ended up being a dreaded dialogue?
3. Design a performance planning process for your organization.
4. Describe the concept and perspective on performance managing.
5. What is performance managing? Explain the process.
6. Describe the objectives and importance of performance managing with suitable examples.
7. Why is performance managing important in the performance management process?
8. Performance managing aids the achievement of performance planning. Critically examine this statement.
9. Many managers are poor in performance counseling skills. Does it impact the performance managing adversely?
10. Design the process of performance managing for a management consultancy firm.
11. Why has performance appraisal turn into a mere ritual?
12. Which method of appraisal is most suited for appraising the following categories of employees?
 - a) IT professional
 - b) Telesales
 - c) HR professionals
 - d) R & D ScientistGive justifications for choosing any particular method.
13. Is appraising potential more difficult than appraising performance? Critically examine and discuss the issue.

14. Design a performance monitoring process with built in mentoring programme for your organization.
15. Develop a set of critical incidents covering the classroom performance of the teacher you like the most.
16. "HRD is a system" explain. What are the processes involved in HRD system?
17. Discuss the wage determination process in an industrial organization in details?
18. Write short note on
 - ❖ National policy
 - ❖ Behavioral issues and Corporate issues in compensation management
19. Discuss various methods of job evaluation.
20. What has been the importance of wages boards for fixation of wages. Also explain various Pay Commissions appointed by the government of India.
21. Cafeteria as compensation plan is quite popular because employees choose their own benefits program. How far do you think it motivates employees? Are there any loopholes in it?
22. What is profit sharing? How does it differ from wage payments?
23. What are the major requisites for profit sharing?
24. What are the major incentives for managers and executives? Explain various incentives plans.