



Roll No:

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MBA
(SEM IV) THEORY EXAMINATION 2023-24
PERFORMANCE AND REWARD MANAGEMENT

TIME: 3 HRS

M.MARKS: 100

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt all questions in brief.

2 x 10 = 20

Q no.	Question	Marks	CO
a.	What do you mean by Performance Appraisal?	02	1
b.	Define KPI with suitable examples.	02	1
c.	Differentiate between Performance Management & Performance Appraisal.	02	2
d.	What do you understand by MBO?	02	2
e.	What is Competency Mapping?	02	3
f.	Give two advantages of Balance Score Card.	02	3
g.	Define Wages.	02	4
h.	Discuss the objectives of Compensation System.	02	4
i.	Define HRA.	02	5
j.	What are Fringe Benefits?	02	5

SECTION B

2. Attempt any three of the following:

3 x 10 = 30

a.	What are the criteria of developing an effective appraisal system?	10	1
b.	What are the methods of managing performance of all levels of management?	10	2
c.	Explain the linkage of Competency Mapping with Career Development & Succession Planning.	10	3
d.	What is Compensation System? Discuss the different component of Compensation.	10	4
e.	Give the overview of Minimum Wages Act, 1948.	10	5

SECTION C

3. Attempt any one part of the following:

1 x 10 = 10

a.	Define Performance Management. What are the challenges in the current scenario?	10	1
b.	Discuss the techniques of Performance Appraisal in any Organization.	10	1

4. Attempt any one part of the following:

1 x 10 = 10

a.	Discuss the steps in the process of Performance Appraisal.	10	2
b.	Evaluate 360 degree feedback as a technique of Performance Appraisal.	10	2

5. Attempt any one part of the following:

1 x 10 = 10

a.	Explain the concept of Balance Score Card. Write down the benefits of Balance Score Card.	10	3
b.	Discuss in detail the method of Competency Mapping.	10	3



PAPER ID-410898

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6. Attempt any *one* part of the following: 1 x 10 = 10

a.	Explain the various inputs to Job Evaluation in any Organization.	10	4
b.	Define Reward System. State the functions and significance of Reward System.	10	4

7. Attempt any *one* part of the following: 1 x 10 = 10

a.	What factors determine the wage structure in an Industrial Enterprise?	10	5
b.	Write a detailed note on different types of fringe benefits and other allowances.	10	5

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