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MBA
(SEM IV) THEORY EXAMINATION 2024-25
PERFORMANCE AND REWARD MANAGEMENT

TIME: 3 HRS**M.MARKS: 100****Note:** Attempt all Sections. In case of any missing data; choose suitably.**SECTION A****1. Attempt all questions in brief.****2 x 10 = 20**

Q no.	Question
a.	Define Performance Management.
b.	Differentiate between KPI and KRA
c.	Mention two features of Minimum Wages act 1948.
d.	What is Competency Mapping?
e.	Suggest two ways to overcome bias in Performance Appraisal
f.	Give one real example of 360-degree appraisal being implemented.
g.	Mention one way a Balance Scorecard helps in strategic alignment.
h.	Give one case where Equal Remuneration Act might be applicable.
i.	Why is job evaluation critical before deciding compensation level?
j.	Define basic pay and gross pay.

SECTION B**2. Attempt any three of the following:****10 x 3 = 30**

Q no.	Question
a.	Assume that you're a head of HR in a mid-sized IT company. Design a basic performance appraisal framework covering KRAs, appraisal frequency, and feedback process.
b.	Discuss the role of competency mapping in succession planning and career development.
c.	A company wants to implement competency-based promotions. Explain the steps involved and how it would affect succession planning.
d.	Create a Sample job evaluation report for a customer service executive using any two job evaluation methods.
e.	Discuss different types of incentive schemes. How are time rate and piece rate system applied in practice.

SECTION C**3. Attempt any one part of the following:****10 x 1 = 10**

Q no.	Question
a.	A retail company wants to move from traditional performance appraisal to a performance management system. What key shifts would you recommend and why? Use a hypothetical company profile.
b.	Create a checklist for setting performance goals using SMART and KPI techniques for a team of marketing executives.

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

Q no.	Question
a.	Elaborate on the methods of performance analysis for individual and organizational development.



Paper ID : 250391

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b.	You are assigned to conduct performance counseling for an underperforming employee. Write a detailed script of how you will open, conduct, and close the session.
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5. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	Describe the application and limitations of the Balanced Scorecard in performance management.
b.	Describe how a tech startup can implement an online performance appraisal system. Include platform selection, rollout plan, and training.

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

Q no.	Question
a.	Analyze the impact of internal equity and external competitiveness in designing compensation systems for managerial roles.
b.	Discuss the impact of inflation and market benchmarks on managerial compensation planning using a live or hypothetical case.

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

Q no.	Question
a.	Discuss the regulatory framework governing compensation in India with reference to the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976.
b.	Design a salary breakup for an IT employee with a CTC of ₹10 LPA. Include all heads: Basic, HRA, DA, PF, gratuity, bonuses, and net take-home.

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