Roll No: | | | | | | | | | | | | | |

MBA
(SEM IV) THEORY EXAMINATION 2021-22
PERFORMANCE AND REWARD MANAGEMENT

Time: 3 Hours   *Total 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**
a.   Write a short note on HRA.
b.   Explain KRAs.
c.   Discuss Graphic Rating Scale.
d.   What do you mean by Gross Pay?
e.   What are non-monetary benefits?
f.   Performance Management vs. Performance Appraisal
g.   Discuss Online Appraisal.
h.   What is Assessment Centre?
i.   What is Easy Appraisal Method?
j.   Define KPI.

SECTION B

2.   **Attempt any *three* of the following:**   **10 x 3 = 30**
a.   What is Competency Mapping and why is it important?
b.   Define performance appraisal. Explain 360-Degree technique of performance appraisal.
c.   Explain Performance Management Cycle in brief.
d.   Discuss minimum wages Act 1948.
e.   Differentiate between Travelling Allowances and Dearness Allowances.

SECTION C

3.   **Attempt any *one* part of the following:**   **10 x 1 = 10**
(a)   State the objectives of a performance management system. What are the key elements of performance management system?
(b)   "A major part of performance management involves managing employees and managers, as their performance will have a major effect on the performance of the organisation as a whole" Elucidate.

4.   **Attempt any *one* part of the following:**   **10 x 1 = 10**
(a)   What are the various tradition and modern Performance management tools? Explain in detail about the BARS.
(b)   Explain various errors of performance appraisal with its remedies.

5.   **Attempt any *one* part of the following:**   **10 x 1 = 10**
(a)   How HR Professionals can frame performance-based succession planning?
(b)   'The balance score card focuses on the measures that drive the employee performance' Discuss

6.   **Attempt any *one* part of the following:**   **10 x 1 = 10**
(a)   What is Job Evaluation? Discuss all possible methods of Job Evaluation.
(b)   'Knowledge of the importance of compensation management makes you a hard core Human Resource Manager'. In light of this statement explain the objectives and criteria of compensation administration.

7.   **Attempt any *one* part of the following:**   **10 x 1 = 10**
(a)   What are fringe benefits and its types? Are fringe benefits taken out of salary?
(b)   Discuss the various statutory and non – statutory welfare measures that are needed to be taken up by successful organizations.