

Roll No.

MS–307/HR–2307

Compensation Management/Performance and Reward Management

Master of Business Administration /P.G. Diploma
in Human Resource Management

(MBA-10/12/13/16/17/PGDHRM-10/16/17)

Fourth/Second Semester, Examination, 2018

Time : 3 Hours

Max. Marks : 80

Note : This paper is of **eighty (80)** marks containing **three (03)** Sections A, B and C. Learners are required to attempt the questions contained in these Sections according to the detailed instructions given therein.

Section–A

(Long Answer Type Questions)

Note : Section ‘A’ contains four (04) long answer type questions of nineteen (19) marks each. Learners are required to answer *two* (02) questions only.

1. What is performance management ? Discuss the need and benefits of performance management.
2. Discuss the components of the performance and development plan.

(B-62) P. T. O.

3. Describe the process of operationalizing change through performance management building.
4. What is the impact of internal and external equity when dealing with pay structure ?

Section–B

(Short Answer Type Questions)

Note : Section ‘B’ contains eight (08) short answer type questions of eight (08) marks each. Learners are required to answer *four* (04) questions only.

1. What are the bases on which performance management and human resource management can be distinguished ?
2. How is employee performance planned ?
3. How expectations in the work place are mutually set ?
4. What is on-going employee performance monitoring ?
5. Discuss planning for improved competitiveness.
6. What are the essential items for conducting internal pay equity analysis ?
7. Discuss different kinds of fringe benefits.
8. What are statutory aspects in designing remuneration packages ?

Section–C

(Objective Type Questions)

Note : Section ‘C’ contains ten (10) objective type questions of one (01) mark each. All the questions of this Section are compulsory.

Choose the correct answer :

1. The process through which managers ensure that employees’ activities and outputs contribute to the organization’s goals is known as :
(a) Performance appraisal

- (b) Performance management
 - (c) Measuring performance
 - (d) None of these
2. Comparing each employee with each other employee to establish rankings is :
- (a) Paired-comparison method
 - (b) Simple ranking
 - (c) Forced distribution method
 - (d) None of these
3. When the bias in rating is in a favorable direction, this is called the :
- (a) Distributional error
 - (b) Horns error
 - (c) Halo error
 - (d) None of these
4. Collecting information and providing feedback to employees about their behavior, communication tyle, or skills is known as :
- (a) Assessment
 - (b) Formal Education
 - (c) Job experiences
 - (d) None of these
5. Moving employees through a series of job assignments in one or more functional areas is :
- (a) Promotion
 - (b) Transfer
 - (c) Job rotation
 - (d) None of these

6. A wage based on the amount they produce is known as :
- (a) Piece rate
 - (b) Standard hour plan
 - (c) Merit pay
 - (d) None of these
7. The organization distributes shares of stock to the employee by placing the stock into a trust managed on the employees' behalf. Then plan is known as :
- (a) Profit sharing
 - (b) Gains sharing
 - (c) ESOPs
 - (d) None of these
8. Halsey plan is based on :
- (a) Time
 - (b) Production
 - (c) Group incentive system
 - (d) None of these
9. Various extra benefits provided to the employees, in addition to the compensation paid in the form of wage or salary are known as :
- (a) Bonus
 - (b) Fringe benefits
 - (c) Stocks
 - (d) None of these
10. Holidays are a type of benefits :
- (a) Legally required payments
 - (b) Contingent and deferred benefits
 - (c) Payment for time not worked
 - (d) None of these