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Total Pages : 3   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)

4th/2nd Semester Examination, 2022 (June)

Time : 2 Hours]   **Max. Marks : 80**

Note : This paper is of Eighty (80) marks divided into two (02) Sections A and B. Attempt the questions contained in these sections according to the detailed instructions given therein.

SECTION–A

(Long Answer Type Questions)

Note : Section 'A' contains Five (05) long answer type questions of Twenty (20) marks each. Learners are required to answer any Two (02) questions only.

(2×20=40)

1. Explain different techniques of Job Evaluation. What are the advantages and disadvantages of each technique?

2. What is compensation? Describe the basics of a balanced and effective compensation policy of an organization.

3. Is there any relationship between incentives and motivation? Examine the potential advantages and limitations of incentives.

4. Discuss the importance of performance management system with reference to compensation management.

5. Explain the process of performance management and analyse the role manager in making the process effective.

SECTION–B
(Short Answer Type Questions)

Note : Section 'B' contains Eight (08) short answer type questions of Ten (10) marks each. Learners are required to answer any Four (04) questions only.   (4×10=40)

1. Discuss the process of performance appraisals.

2. Explain Total Reward System and its objectives.

3. What do you mean by competency based compensation programme?

4. What do you mean by Fringe Benefits? Explain its need and types.

5. What are various methods of wage fixation adopted in the organizations in India.

6. Explain how coaching and counseling can help an employee to improve his/her performance.

7. What do you mean by Performance Review?

8. Discuss equity in compensation.

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