

# MS-307/HR-2307

## Compensation Management/Performanc and Reward Management

( कार्य निष्पादन तथा पारितोषक प्रबन्ध )

Master of Business Administration / P.G. Diploma in Human  
Resource Management (MBA-10/12/13/16/17/PGDHRM-10/  
16/17/MBAH-11)

4th / 2nd Semester Examination, 2019 (June)

**Time : 3 Hours]**

**Max. Marks : 80**

**Note :** This paper is of Eighty (80) marks divided into three (03) sections A, B and C. 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 any two (02) questions only.

(2×19=38)

1. Distinguish between performance management and performance appraisal. What are the objectives of performance management ?
2. Discuss different approaches to Employee Development.
3. Explain the monitoring and measuring employee performance. What are the methods for monitoring employee performance?
4. Discuss the process of designing compensation packages for different levels in the Indian organizations.

## **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 any four (04) questions only. (4×8=32)

1. Explain the process of planning employee performance.
2. What are different components of employee development plan?

3. Describe several criteria that determine the effectiveness of performance measures.
4. Discuss on-going mentoring and employee development.
5. What is the process of transmitting learning into action?
6. How are external pay equity determined and employees contribution equity achieved?
7. Explain the need and objectives of Fringe benefits.
8. What are the taxation 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. (10×1=10)

1. Organizations establish performance management systems to meet the purposes :
  - (a) Strategic
  - (b) Administrative
  - (c) Developmental
  - (d) All of these.
  
2. This method of rating employees lists traits and provides a rating scale for each trait. This method is:
  - (a) Graphic rating scale
  - (b) Paired comparison method
  - (c) Forced distribution method
  - (d) None of these
  
3. The source of employee performance information is:
  - (a) Managers
  - (b) Peers
  - (c) Subordinates
  - (d) All of these

4. Giving employees responsibility and authority to make decisions regarding all aspects of product development or customer service is :
- (a) Employee empowerment
  - (b) Teamwork
  - (c) Job enlargement
  - (d) None of these
5. The process of measuring employees' performance is:
- (a) 360 degree feedback
  - (b) Potential appraisal
  - (c) Performance appraisal
  - (d) None of these
6. A peer or manager who works with an employee to motivate the employee, help him develop skills, and provide reinforcement and feedback is a :
- (a) Mentor
  - (b) Coach
  - (c) Appraiser
  - (d) None of these.

7. The relative pay for different jobs within the organization is known as:
- (a) Pay structure
  - (b) Pay level
  - (c) Job structure
  - (d) None of these
8. A rate of pay for each unit produced is known as:
- (a) Piecework rate
  - (b) Hourly wage
  - (c) Salary
  - (d) None of these
9. Any wage cost not directly connected with employees' productive, effort, performance, service or sacrifice is called:
- (a) Overtime
  - (b) Benefits
  - (c) Bonus
  - (d) None of these

**10.** The kind of wage which is the highest and ultimate goal in a wage policy is called:

- (a) Minimum wage
  - (b) Living wage
  - (c) Fair wage
  - (d) None of these
-