

**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/MBAH-11)

4<sup>th</sup>/2<sup>nd</sup> Semester, Examination-2020

Time Allowed : 2 Hours

Maximum Marks : 80

---

**Note :** This paper is of Eighty (80) marks divided into Two (02) sections A and B. Attempt the question 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. Discuss the process of designing compensation packages for different levels in Indian organizations.
2. Distinguish between Performance management and performance appraisal. What are the objectives of performance management?
3. What is the purpose of compensation and what factors contribute for satisfaction?
4. What do you understand by Executive Compensation? Explain its elements in detail.
5. Performance management is a continuous process. Explain.

### **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. Explain collective bargaining.
2. Explain the importance of creating the strategic reward system.
3. What is Global Compensation?
4. Define Flexible benefit plan.
5. Define and differentiate Job Analysis and Job Description.
6. Explain the SMART approach of performance management.
7. What do you understand by Compensation of Special Groups?
8. Write a note on compensation and organisational strategy.

\*\*\*\*\*