Sub Code:KMBHR02

Paper Id: 270357 Roll No:

MBA
(SEM-III) THEORY EXAMINATION 2019-20
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

Qno.	Question	Marks	CO
a.	Define performance management.	2	1
b.	Illustrate any two selection criteria of Key Performance Indicators (KPI).	2	1
c.	Compare forced choice method and forced distribution method of performance appraisal.	2	2
d.	Formulate a strategy to solve the effect of excessive leniency performance bias.	2	2
e.	Define succession planning.	2	3
f.	Explain any two features of potential appraisal.	2	3
g.	Summarize the criteria for job evaluation.	2	4
h.	What do you understand by wage differentials?	2	4
i.	Write main objective of Equal Remuneration Act, 1976.	2	5
j.	the statement.	2	5

SECTION B

2. Attempt any *three* of the following: 3 x 10 = 30

Qno.	Question	Marks	CO
a.	Discuss the criteria of developing an effective performance appraisal system.	10	1
b.	Describe the various methods of managing performance at all levels of management.	10	2
c.	Elaborate the various techniques of potential appraisal.	10	3
d.	Outline the significance of compensation management.	10	4
e.	Summarize the provisions of Minimum Wages Act, 1948.	10	5

SECTION C

3. Attempt any *one* part of the following: 1 x 10 = 10

Qno.	Question	Marks	CO
a.	Analyze the uses and purpose of performance management.	10	1
b.	"Performance management is a process". Justify the statement.	10	1

4. Attempt any *one* part of the following: 1 x 10 = 10

Qno.	Question	Marks	CO
a.	Explain the process of Management by Objectives.	10	2
b.	Elaborate the 360 degree performance appraisal method.	10	2

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5. Attempt any *one* part of the following: 1 x 10 = 10

Qno.	Question	Marks	CO
a.	Analyze the various aspects of balance score card.	10	3
b.	Analyze the linkage of competency mapping with career development and succession planning.	10	3

6. Attempt any *one* part of the following: 1 x 10 = 10

Qno.	Question	Marks	CO
a.	Discuss the various methods of job evaluation.	10	4
b.	Discuss the various factors influencing wage differentials.	10	4

7. Attempt any *one* part of the following: 1 x 10 = 10

Qno.	Question	Marks	CO
a.	Write a detailed note on the methods of payment.	10	5
b.	Write a detailed note on fringe benefits and other allowances.	10	5

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