PAPER ID-420292

Subject Code: KMBNHR04

Roll No: | | | | | | | | | | | | |

MBA

(SEM IV) THEORY EXAMINATION 2021-22

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**

a. Write a short note on HRA.
b. Explain KRAs.
c. Discuss Graphic Rating Scale.
d. What do you mean by Gross Pay?
e. What are non-monetary benefits?
f. Performance Management vs. Performance Appraisal
g. Discuss Online Appraisal.
h. What is Assessment Centre?
i. What is Easy Appraisal Method?
j. Define KPI.

SECTION B

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

a. What is Competency Mapping and why is it important?
b. Define performance appraisal. Explain 360-Degree technique of performance appraisal.
c. Explain Performance Management Cycle in brief.
d. Discuss minimum wages Act 1948.
e. Differentiate between Travelling Allowances and Dearness Allowances.

SECTION C

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

(a) State the objectives of a performance management system. What are the key elements of performance management system?
(b) "A major part of performance management involves managing employees and managers, as their performance will have a major effect on the performance of the organisation as a whole" Elucidate.

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

(a) What are the various tradition and modern Performance management tools? Explain in detail about the BARS.
(b) Explain various errors of performance appraisal with its remedies.

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

(a) How HR Professionals can frame performance-based succession planning?
(b) 'The balance score card focuses on the measures that drive the employee performance' Discuss

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

(a) What is Job Evaluation? Discuss all possible methods of Job Evaluation.
(b) 'Knowledge of the importance of compensation management makes you a hard core Human Resource Manager'. In light of this statement explain the objectives and criteria of compensation administration.

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

(a) What are fringe benefits and its types? Are fringe benefits taken out of salary?
(b) Discuss the various statutory and non – statutory welfare measures that are needed to be taken up by successful organizations.

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