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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - THEORY EXAMINATION (2024- 2025)

Subject: Performance & Compensation Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

- 1-a. The performance appraisal is basically used by organization for _____. (CO1, K1) 1
- (a) Defining needed capabilities
- (b) Administering wages and salaries
- (c) Recruiting employees
- (d) fulfilling staffing needs
- 1-b. Performance evaluation can be defined as a process of evaluating _____. (CO1, K1) 1
- (a) Past performance
- (b) Present performance
- (c) Future performance
- (d) Past and Present performance
- 1-c. Select the statement about 360 degree appraisal which is not true. (CO2, K1) 1
- (a) 360 degree appraisal may be linked to pay awards.
- (b) 360 degree appraisal is normally conducted anonymously.
- (c) 360 degree appraisal has origins in the 1970s US army.
- (d) The data generated is normally highly accurate, valid and meaningful.
- 1-d. The system of ranking jobs in a firm on the basis of the relevant characteristics, duties, and responsibilities is known as _____. (CO2, K1) 1

- (a) Job evaluation
 - (b) Job design
 - (c) Job specification
 - (d) Job description
- 1-e. Competency Mapping includes mapping the employee with respect to his/her____. 1
(CO3, K1)
- (a) Traits
 - (b) Self-Concept
 - (c) Skills and Knowledge
 - (d) All of the above
- 1-f. The process of succession planning doesn't include____. (CO3, K1) 1
- (a) Studying current workforce
 - (b) Focusing only on talented employee
 - (c) Forecasting future trend
 - (d) Review Organisation strategic plan
- 1-g. _____ is the process of imparting or increasing knowledge or skill of an 1
employee to do a particular job. (CO4, K1)
- (a) Training
 - (b) Development
 - (c) Motivation
 - (d) Leadership
- 1-h. The purpose of Job Evaluation is to determine____. (CO4, K1) 1
- (a) Worth of a job in relation to other jobs
 - (b) Time duration of a job
 - (c) Expenses incurred to make a job
 - (d) None of the above
- 1-i. Compensation is reward to the employee for their____. (CO5, K1) 1
- (a) Performance
 - (b) Work
 - (c) Contribution to organization
 - (d) Smartness
- 1-j. The _____ is paid only at the time of employees exit after serving more than 1
five years. (CO5, K1)
- (a) Perquisites
 - (b) Claims
 - (c) Gratuity
 - (d) Allowances

2. Attempt all parts:-

2.a.	Define the term KPI. (CO1, K1)	2
2.b.	Write a short note on management by objective (MBO). (CO2, K1)	2
2.c.	Explain strategic planning. (CO3, K2)	2
2.d.	State the meaning of compensation. (CO4, K1)	2
2.e.	Write a short note on Provident fund. (CO5, K1)	2

SECTION-B

30

3. Answer any five of the following:-

3.e.	Discuss the significance of competency mapping. (CO3, K4)	6
3-a.	Differentiate between performance management & performance appraisal. (CO1, K4)	6
3-b.	Explain the challenges of performance management in current scenario. (CO1, K2)	6
3-c.	Elaborate on the concept of MBO at micro and macro levels. (CO2, K4)	6
3-d.	Discuss the advantages of human resource development in an organization with suitable example. (CO2, K4)	6
3.f.	Explain the significance of compensation management. (CO4, K2)	6
3.g.	Describe the features of Minimum Wages Act, 1948. (CO5, K2)	6

SECTION-C

50

4. Answer any one of the following:-

4-a.	Distinguish between Knowledge, Skills, and Abilities (KSA) and key result area (KRA). (CO1, K4)	10
4-b.	Enumerate the advantages of effective Performance Management System to an organization. (CO1, K2)	10

5. Answer any one of the following:-

5-a.	Human resource development (HRD) is a collection of training programs that can help your employees understand the requirements of their new jobs. Comment. (CO2, K5)	10
5-b.	Explain 360-degree feedback method as a technique of appraisal with example. (CO2, K2)	10

6. Answer any one of the following:-

6-a.	Explain different perspectives of Balanced Score Card. (CO3, K2)	10
6-b.	Succession planning is the process of identifying the critical positions within your organization and developing action plans for individuals to assume those positions. Discuss. (CO3, K4)	10

7. Answer any one of the following:-

7-a.	Discuss the different types of Incentive plans. (CO4, K4)	10
7-b.	Write a short note on direct and indirect compensation. (CO4, K1)	10

8. Answer any one of the following:-

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|------|--|----|
| 8-a. | Describe the challenges faced in designing a effective compensation system.
(CO5, K2) | 10 |
| 8-b. | Discuss different types of fringe benefits. (CO5, K4) | 10 |

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