

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA - IEV

SEM: III - THEORY EXAMINATION (2024 - 2025)

Subject: Compensation and Performance 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. What is the first step in the performance appraisal process? (CO1, K1) 1
- (a) Providing feedback
- (b) Establishing performance standards
- (c) Measuring actual performance
- (d) Comparing performance with standards
- 1-b. Which method involves setting specific objectives that an employee needs to achieve (CO1, K2) 1
- (a) Ranking method
- (b) Management by Objectives
- (c) Critical incident method
- (d) Behaviorally Anchored Rating Scale
- 1-c. Which of the following is a traditional method of performance appraisal (CO2, K1) 1
- (a) BARS
- (b) 360-degree feedback
- (c) Graphic rating scale
- (d) Competency mapping
- 1-d. What does "halo effect" refer to in performance appraisal (CO2, K3) 1
- (a) Overrating an employee based on one positive trait

- (b) Underrating an employee based on one negative trait
  - (c) Providing a balanced evaluation
  - (d) Avoiding bias in evaluations
- 1-e. Which of the following is not a step in the performance appraisal process (CO3, K1) 1
- (a) Setting performance standards
  - (b) Conducting training programs
  - (c) Comparing performance with standards
  - (d) Documenting results
- 1-f. Which appraisal method focuses on specific employee achievements or failures (CO3, K1) 1
- (a) MBO
  - (b) Critical incident method
  - (c) Graphic rating scale
  - (d) Forced distribution
- 1-g. What is the purpose of using a Balanced Scorecard in PMS (CO2, K4) 1
- (a) Annually
  - (b) Quarterly
  - (c) At regular intervals or as needed
  - (d) Only during appraisal interviews
- 1-h. How often is feedback provided in a continuous PMS (CO2, K3) 1
- (a) Top-down feedback
  - (b) 360-degree feedback
  - (c) Annual feedback
  - (d) Customer feedback
- 1-i. Which of the following technologies supports modern PMS (CO5, K2) 1
- (a) Increased workload
  - (b) Clear expectations and development opportunities
  - (c) Reduced salary
  - (d) Frequent changes in roles
- 1-j. What is the key benefit of a PMS for employees (CO5, K3) 1
- (a) Transparent process
  - (b) Focus on punitive actions
  - (c) Regular feedback
  - (d) Alignment with organizational goals

2. Attempt all parts:-

- 2.a. Compare and contrast traditional and modern methods of performance appraisal. (CO1, K1) 2

- 2.b. What are the modern techniques of performance appraisal? (CO2, K2) 2
- 2.c. How does goal setting contribute to the performance appraisal process? (CO3, K4) 2
- 2.d. What is the importance of feedback in performance appraisal? (CO4, K3) 2
- 2.e. Mention two challenges faced during the performance appraisal process. (CO5, K5) 2

### **SECTION-B**

30

3. Answer any five of the following:-

- 3-a. Explain the key steps involved in the performance appraisal process. (CO1, K1) 6
- 3-b. Describe the 360-degree feedback method and its advantages and limitations. (CO1, K2) 6
- 3-c. Compare and contrast non traditional and modern methods of performance appraisal. (CO2, K3) 6
- 3-d. What are the common challenges faced in conducting effective performance appraisals? How can they be mitigated? (CO2, K4) 6
- 3.e. Evaluate the role of an appraisal interview in the performance appraisal process. (CO3, K1) 6
- 3.f. Explain how training and development are integrated into the performance appraisal process. (CO4, K3) 6
- 3.g. Describe the Balanced Scorecard approach in performance appraisal and its significance. (CO5, K5) 6

### **SECTION-C**

50

4. Answer any one of the following:-

- 4-a. Describe the complete process of performance appraisal and its significance in organizational success. (CO1, K1) 10
- 4-b. Analyze the advantages and disadvantages of traditional methods of performance appraisal with examples. (CO1, K2) 10

5. Answer any one of the following:-

- 5-a. Evaluate the challenges and solutions in implementing an effective performance appraisal system. (CO2, K2) 10
- 5-b. How does performance appraisal contribute to achieving organizational goals? Discuss with relevant examples. (CO2, K3) 10

6. Answer any one of the following:-

- 6-a. Examine the significance of self-assessment and peer review in the performance appraisal process. (CO3, K1) 10
- 6-b. Evaluate the role of the appraisal interview in the overall appraisal process and employee development. (CO3, K4) 10

7. Answer any one of the following:-

- 7-a. How can performance appraisal help in addressing and reducing workplace 10

conflicts? Discuss with examples. (CO4, K2)

- 7-b. Evaluate the ethical issues in the performance appraisal process and suggest ways to address them. (CO4, K4) 10
8. Answer any one of the following:-
- 8-a. Discuss the role of managers and supervisors in ensuring an effective and unbiased appraisal process. (CO5, K3) 10
- 8-b. Analyze the impact of performance appraisal on employee retention and organizational productivity. (CO5, K4) 10

REG:JULY\_DEC-2024