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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, MCA INSTITUTE,
GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

PGDM

TRIMESTER: I - THEORY EXAMINATION (20 -20)

Subject: Performance Management And Compensation Management

Time: 2.5 Hours

Max. Marks: 60

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

15

1. Attempt all parts:-

- 1-a. Performance management is a branch of..... (CO1,K1) 1
- (a) Statistics
- (b) Quality Control
- (c) Budgetary control
- (d) Human Resource Management
- 1-b. _____ is an objective assessment of an individual's performance against well-defined benchmarks. (CO2,K1) 1
- (a) HR Planning
- (b) Information for goal identification
- (c) Performance Appraisal
- (d) None
- 1-c. Competency mapping includes..... (CO3,K1) 1
- (a) Role analysis
- (b) Role directory
- (c) Both A and B
- (d) None
- 1-d. The inclusion, implementation, and adaptation of different strategies and policies in an organization that is used to incentivize the employees is 1

called..... (CO4,K2)

- (a) Reward
- (b) Responsibility
- (c) Risk
- (d) Reward management

1-e. The central board will have not more than..... persons appointed by the Central Government from amongst its officials, in ESI act. (CO5,K1) 1

- (a) 5
- (b) 4
- (c) 2
- (d) 3

2. Attempt all parts:-

2.a. Performance management is a branch of Human Resource Management.Explain the above statement. (CO1,K2) 2

2.b. Explain the concept of 5 'S'. (CO2,K2) 2

2.c. Define competency mapping. (CO3,K2) 2

2.d. Discuss the significance of reward in compensation management. (CO4,K2) 2

2.e. Define HRA (House Rent Allowance). (CO5,K2) 2

SECTION-B 15

3. Answer any three of the following:-

3-a. Discuss the difference between KRA and KPI. (CO1,K4) 5

3-b. Discuss various traditional methods of performance appraisal with examples. (CO2,K2) 5

3.c. Differentiate between competency and competence with examples. (CO3,K4) 5

3.d. Reward is the best way to inspire and engage the employees. Discuss the above statement. (CO4,K2) 5

3.e. Discuss the significance of having PF as security measure. (CO5,K2) 5

SECTION-C 30

4. Answer any one of the following:-

4-a. A quote by a CEO of a Software company says, "My employees are my most important assets. When they go home in the evening, my net worth drops to zero". In the light of this statement give reasons for Human resources being the most crucial resource, developing a model of competitive HR management for the same including mechanisn for performance appraisal. (CO1,K4) 6

4-b. One best way of doing things based on time and motion studies, called as scientific management.Dicuss the possibility of applying the same concept in work performance management. (CO1,K2) 6

5. Answer any one of the following:-

5-a. Discuss the concept of 5S and suggest the way to incorporate (include) the same in 6

generating the performance management system. (CO2,K2)

- 5-b. An employee Ms.Abhilasha of ABC enterprises was being graded by the superior using critical incident method. Post the appraisal she was extremely dissatisfied and felt that despite putting in complete effort she was not appriased properly. Discuss the reasons for the same to be happening. (CO2,K4) 6
6. Answer any one of the following:-
- 6-a. Draft a procedure for role analysis. (CO3,K6) 6
- 6-b. Draft a sample RACI framework. (CO3,K6) 6
7. Answer any one of the following:-
- 7-a. Reward management ensures that by incorporating practices that reward workers, employees, or staff in a fair, consistent, and equitable manner based upon their value in the organization efficiency and results can be achieved.Explain the above statement with example. (CO4,K5) 6
- 7-b. Suppose you are HR manager in ABC enterprises. There is employee dissatisfaction that is creating turnover (employees leaving an organization). Suggest some measures as benefits to start the process of restoring employee trust and confidence. (CO4,K3) 6
8. Answer any one of the following:-
- 8-a. Discuss the difference bewteen wage, salary and compensation with practical example. (CO5,K2) 6
- 8-b. Draft a hypothetical compensation plan for HR trainee and an HR manager. (CO5,K6) 6

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