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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 &amp; 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, &amp; C. It consists of Multiple Choice Questions (MCQ's) &amp; 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. \_\_\_\_\_ is not included in the advantages of performance appraisal. (CO1, K1) 1

- (a) Compensation
- (b) Communication
- (c) Selection
- (d) Motivation

1-b. The first step of performance management process is \_\_\_\_\_. (CO1, K1) 1

- (a) Performance planning
- (b) Pre-requisites
- (c) Performance assessment
- (d) None of the above

1-c. \_\_\_\_\_ is known as 360 degree appraisal? (CO2, K1) 1

- (a) A system where the line manager rates subordinates simultaneously.
- (b) A system where feedback is obtained from peers subordinates and supervisors.
- (c) A system where a senior manager rates all line managers simultaneously.
- (d) A system where every employee rates another employee chosen at random.

1-d. The process of grouping of similar types of works together is known as \_\_\_\_\_. (CO2, K1) 1

- (a) Job classification
- (b) Job design

- (c) Job evaluation
- (d) Job description
- 1-e. The mentoring by employees deal with\_\_\_\_\_. (CO3, K1) 1
  - (a) Longer span of time
  - (b) Shorter span of time
  - (c) Resetting salary schedules
  - (d) Self-managing teams
- 1-f. Succession planning is developing employees in a structured plan to \_\_\_\_\_. (CO3, K1) 1
  - (a) Replace Leaders
  - (b) Replace Management
  - (c) Support Leaders
  - (d) Support Management
- 1-g. Which among the following is a technique of job evaluation. (CO4, K1) 1
  - (a) Job description
  - (b) Job specification
  - (c) Job ranking
  - (d) All of (a), (b) and (c)
- 1-h. \_\_\_\_\_the types of wage differentials. (CO4, K1) 1
  - (a) Off the job
  - (b) Job design
  - (c) Industrial and occupational
  - (d) None of these
- 1-i. \_\_\_\_\_ is not the objective of Compensation. (CO5, K1) 1
  - (a) To establish equity
  - (b) To Improve Employee Efficiency
  - (c) To Control Cost
  - (d) To Comply with illegal Regulation
- 1-j. The Minimum Wages Act was passed in\_\_\_\_\_. (CO5, K1) 1
  - (a) 1948
  - (b) 1956
  - (c) 1947
  - (d) 1958

2. Attempt all parts:-

- 2.a. Define the term KRA. (CO1, K1) 2
- 2.b. Write a short note on 360 degrees appraisal. (CO2, K1) 2
- 2.c. Define career development. (CO3, K1) 2
- 2.d. Enlist some factors that influence Wage Differential. (CO4, K1) 2

|                                              |                                                                                                    |    |
|----------------------------------------------|----------------------------------------------------------------------------------------------------|----|
| 2.e.                                         | Explain the meaning of term Basic Pay. (CO5, K2)                                                   | 2  |
| <b>SECTION-B</b>                             |                                                                                                    | 30 |
| 3. Answer any <u>five</u> of the following:- |                                                                                                    |    |
| 3-a.                                         | Critically analyze why performance management is believed to be a systematic process. (CO1, K4)    | 6  |
| 3-b.                                         | Explain three attribute of performance planning. (CO1, K2)                                         | 6  |
| 3-c.                                         | Discuss advantages of paired comparison method. (CO2, K4)                                          | 6  |
| 3-d.                                         | Explain the role of performance appraisal in employee development . (CO2, K2)                      | 6  |
| 3.e.                                         | Describe the approaches of competency mapping. (CO3, K2)                                           | 6  |
| 3.f.                                         | Describe various types of Wage Differentials. (CO4, K2)                                            | 6  |
| 3.g.                                         | Discuss different constituents of Minimum Wages Act, 1948. (CO5, K4)                               | 6  |
| <b>SECTION-C</b>                             |                                                                                                    | 50 |
| 4. Answer any <u>one</u> of the following:-  |                                                                                                    |    |
| 4-a.                                         | Explain performance management system and its purpose. (CO1, K2)                                   | 10 |
| 4-b.                                         | Distinguish between Knowledge, Skills, and Abilities (KSA) and key result area (KRA). (CO1, K4)    | 10 |
| 5. Answer any <u>one</u> of the following:-  |                                                                                                    |    |
| 5-a.                                         | Explain in detail the advantages and disadvantages of using BARS method. (CO2, K2)                 | 10 |
| 5-b.                                         | Discuss the Linkage of performance management to other HR processes. (CO2, K4)                     | 10 |
| 6. Answer any <u>one</u> of the following:-  |                                                                                                    |    |
| 6-a.                                         | Explain the process of developing a balanced scorecard. (CO3, K2)                                  | 10 |
| 6-b.                                         | Write short notes on: a) Assessment Centre b) Psychometric Tests c) Interview Techniques (CO3, K1) | 10 |
| 7. Answer any <u>one</u> of the following:-  |                                                                                                    |    |
| 7-a.                                         | Differentiate between qualitative and quantitative method of job evaluation. (CO4, K4)             | 10 |
| 7-b.                                         | Discuss the role of recognition and rewards in Performance Management. (CO4, K4)                   | 10 |
| 8. Answer any <u>one</u> of the following:-  |                                                                                                    |    |
| 8-a.                                         | Describe different provisions of Bonus Act. (CO5, K5)                                              | 10 |
| 8-b.                                         | Elaborate on the time rate and piece rate method of payment. (K4, CO5)                             | 10 |