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**MBA**  
**(SEM IV) THEORY EXAMINATION 2023-24**  
**PERFORMANCE AND REWARD MANAGEMENT**

TIME: 3 HRS

M.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**

Q no.	Question	Marks	CO
a.	What do you mean by Performance Appraisal?	02	1
b.	Define KPI with suitable examples.	02	1
c.	Differentiate between Performance Management & Performance Appraisal.	02	2
d.	What do you understand by MBO?	02	2
e.	What is Competency Mapping?	02	3
f.	Give two advantages of Balance Score Card.	02	3
g.	Define Wages.	02	4
h.	Discuss the objectives of Compensation System.	02	4
i.	Define HRA.	02	5
j.	What are Fringe Benefits?	02	5

**SECTION B**

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

a.	What are the criteria of developing an effective appraisal system?	10	1
b.	What are the methods of managing performance of all levels of management?	10	2
c.	Explain the linkage of Competency Mapping with Career Development & Succession Planning.	10	3
d.	What is Compensation System? Discuss the different component of Compensation.	10	4
e.	Give the overview of Minimum Wages Act, 1948.	10	5

**SECTION C**

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

a.	Define Performance Management. What are the challenges in the current scenario?	10	1
b.	Discuss the techniques of Performance Appraisal in any Organization.	10	1

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

a.	Discuss the steps in the process of Performance Appraisal.	10	2
b.	Evaluate 360 degree feedback as a technique of Performance Appraisal.	10	2

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

a.	Explain the concept of Balance Score Card. Write down the benefits of Balance Score Card.	10	3
b.	Discuss in detail the method of Competency Mapping.	10	3



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Subject Code: KMBNHR04

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<b>6. Attempt any <i>one</i> part of the following:</b>		<b>1 x 10 = 10</b>	
a.	Explain the various inputs to Job Evaluation in any Organization.	10	4
b.	Define Reward System. State the functions and significance of Reward System.	10	4
<b>7. Attempt any <i>one</i> part of the following:</b>		<b>1 x 10 = 10</b>	
a.	What factors determine the wage structure in an Industrial Enterprise?	10	5
b.	Write a detailed note on different types of fringe benefits and other allowances.	10	5

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