



PAPER ID-410190

Printed Page: 1 of 2

Subject Code: KMBIHR03

Roll No:

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MBA(Integrated)
(SEM VIII) 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. | Define Performance Appraisal. | 02 | 1 |
| b. | List the Dangers in Poorly Implemented Performance Management System. | 02 | 1 |
| c. | What is meant by Discretionary Major Employee Benefits? | 02 | 2 |
| d. | Write the requirements of an Effective Benefits Programme. | 02 | 2 |
| e. | Define Psychological Contract. | 02 | 3 |
| f. | What do you mean by Reward Survey? | 02 | 3 |
| g. | Define Cafeteria Plans. | 02 | 4 |
| h. | What is meant by Overtime? | 02 | 4 |
| i. | What do you mean by Competency-based Performance Management? | 02 | 5 |
| j. | List the Issues in Performance Management. | 02 | 5 |

SECTION B

2. Attempt any three of the following:

3 x 10 = 30

| | | | |
|----|--|----|---|
| a. | Describe the concept of performance management and discuss its underlying principles. How does performance management contribute to organizational success and employee development? | 10 | 1 |
| b. | Discuss the role of job analysis, job description, and job evaluation in performance management and compensation strategies. | 10 | 2 |
| c. | Enumerate the key components of a reward system. How do these components contribute to overall employee motivation and engagement? | 10 | 3 |
| d. | Discuss the unique challenges and considerations in designing reward packages for top management employees. | 10 | 4 |
| e. | Define competency and competence in the context of organizational performance. What are the key constituents of competence? | 10 | 5 |

SECTION C

3. Attempt any one part of the following:

1 x 10 = 10

| | | | |
|----|--|----|---|
| a. | Discuss the ethical and legal considerations involved in performance management. | 10 | 1 |
| b. | What considerations should organizations take into account when implementing a performance management system? Explain. | 10 | 1 |

4. Attempt any one part of the following:

1 x 10 = 10

| | | | |
|----|---|----|---|
| a. | Discuss important issues in executive compensation. How do organizations design executive compensation packages to attract and retain top talent? | 10 | 2 |
| b. | Explore the challenges and considerations involved in international compensation strategies. | 10 | 2 |



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

| | | | |
|----|---|----|---|
| a. | Identify the factors that determine the rates of pay within an organization. How do internal and external factors influence pay levels and structures? | 10 | 3 |
| b. | Differentiate between group and individual incentive schemes. What are the key considerations in designing effective incentive schemes for both group and individual performance? | 10 | 3 |

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

| | | | |
|----|--|----|---|
| a. | Identify the types of benefits commonly offered to employees and discuss their significance. | 10 | 4 |
| b. | Discuss pension schemes and employee stock ownership plans (ESOPs) as forms of employee benefits. What are the features and benefits of these schemes? | 10 | 4 |

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

| | | | |
|----|---|----|---|
| a. | Describe assessment development centers (ADCs) and their role in competency assessment. What are the key features of ADCs? Explain. | 10 | 5 |
| b. | Discuss the role of feedback in competency-based performance management. How should feedback be delivered to help employees? | 10 | 5 |

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