

Enrollment No.....



Faculty of Management Studies

End Sem Examination Dec 2024

MS3EH04 Performance & Compensation Management

Programme: BBA

Branch/Specialisation: Management

Duration: 3 Hrs.**Maximum Marks: 60**

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

		Marks	BL	PO	CO	PSO
Q.1	i. The primary purpose of performance management is _____.	1	2	4	1	
	(a) To evaluate employee satisfaction					
	(b) To enhance employee performance and development					
	(c) To determine salary increase					
	(d) To enforce company policies					
	ii. The main benefit of providing regular feedback to employees is:	1	4	4	2	
	(a) To foster continuous improvement and engagement					
	(b) To create conflict among team members					
	(c) To Reduce effective communication					
	(d) To increase workload					
	iii. During a performance counselling session, the following technique is useful for encouraging employee engagement:	1	2	5	2	
	(a) Lecturing the employee					
	(b) Asking open-ended questions					
	(c) Ignoring the employee's input					
	(d) Focusing only on metrics					

[2]

- iv. The following is NOT typically included in a performance plan: **1** 1 8 2
- (a) Employee development opportunities
- (b) Specific performance metrics
- (c) Personal grievances
- (d) Goals for the upcoming period
- v. The key component of effective coaching is: **1** 1 9 2
- (a) Giving feedback only at the end of a project
- (b) Establishing a trusting relationship
- (c) Focusing solely on performance metrics
- (d) Limiting communication
- vi. The best mentor can be described as: **1** 2 9 2
- (a) A direct supervisor
- (b) An experienced individual who offers advice and support
- (c) A peer with the same level of experience
- (d) A person who manages projects
- vii. The following is NOT a typical outcome of conducting a competency analysis: **1** 1 5 4
- (a) Improved hiring processes
- (b) Increased employee engagement
- (c) Identification of training needs
- (d) Decreased employee productivity
- viii. The following is a benefit of competency mapping: **1** 2 5 4
- (a) Reducing the number of employees
- (b) Enhancing employee engagement and development
- (c) Minimizing training costs
- (d) Standardizing job titles across the organization
- ix. Fringe benefits are: **1** 1 4 2
- (a) Base salary
- (b) Additional perks provided to employees beyond their regular salary
- (c) Bonuses based on performance
- (d) None of these

[3]

- x. _____ are variable rewards granted to employees according to variations in their performance. **1** 2 4 5
- (a) Remuneration (b) Incentives
- (c) Fringe benefits (d) All of these
- Q.2 i. Explain the concept of performance management. **2** 1 4 1
- ii. Describe various elements of performance management. **3** 1 4 1
- iii. Describe various methods of performance appraisal. **5** 1 4 1
- OR iv. How to develop a performance management system. **5** 3 4 1
- Q.3 i. Define performance planning. **2** 2 8 2
- ii. Explain process and documentation of performance appraisal. **8** 1 2 2
- OR iii. Describe various principles and skills of performance counselling. **8** 1 2 3
- Q.4 i. Define the term “competency development”. **3** 1 3 4
- ii. Describe various performance system trends. **7** 1 6 4
- OR iii. What are various ethical perspectives in performance appraisal? **7** 1 4 4
- Q.5 i. Explain the concept of competency analysis. **4** 1 3 4
- ii. Describe the need development and assessment of competency models. **6** 2 3 4
- OR iii. Describe various tools to identify the competency of employees. **6** 1 3 4
- Q.6 Attempt any two:
- i. Define compensation and its types. **5** 1 4 5
- ii. Explain wage and salary administration. **5** 1 4 5
- iii. Describe various regulatory bodies for compensation management. **5** 1 2 5

Marking Scheme**MS3EH04 (T) Performance & Compensation Management (T)**

MS3EH04 (T) Performance & Compensation Management (T)							
Q.1	i)	(b) To enhance employee performance and development	1	Q.4	i.	Define the term “Competency Development”.	3
	ii)	(a) To foster continuous improvement and engagement	1		ii.	Describe various Performance System Trends. Performance System Trends - 7 Marks	7
	iii)	(b) Asking open-ended questions	1	OR	iii.	What are various Ethical Perspectives in Performance Appraisal? Ethical Perspectives in Performance Appraisal - 7 Marks	7
	iv)	(c) Personal grievances	1				
	v)	(b) Establishing a trusting relationship	1	Q.5	i.	Explain the concept of Competency Analysis.	4
	vi)	(b) An experienced individual who offers advice and support	1		ii.	Describe the Need Development and Assessment of Competency Models. Need Development of Competency Models. - 3 Marks Assessment of Competency Models - 3 Marks	6
	vii)	(d) Decreased employee productivity	1	OR	iii.	Describe various tools to identify the Competency of Employees. Each tool to identify the Competency of Employees carries 1 Mark - (1*6 = 6 Marks)	6
	viii)	(b) Enhancing employee engagement and development	1				
	ix)	(b) Additional perks provided to employees beyond their regular salary	1	Q.6		Attempt any two:	
	x)	(b) Incentives	1		i.	Define Compensation and its Types. Compensation Definition - 2 Marks Compensation Types. – 3 Marks	5
Q.2	i.	Explain the Concept of Performance Management.	2	ii.	Explain Wage and Salary Administration.	5	
	ii.	Describe various Elements of Performance Management. Elements of Performance Management - 3 Marks	3	iii.	Describe various Regulatory Bodies for Compensation Management. Each Regulatory Body for Compensation Management carries 1 Mark - (1*5= 5 Marks)	5	
OR	iii.	Describe various Methods of Performance Appraisal. Each Method of Performance Appraisal (1*5= 5 Marks)	5				
	iv.	How to develop a Performance Management system.	5				

Q.3	i.	Define Performance Planning.	2				
	ii.	Explain Process and Documentation of Performance Appraisal. Process of Performance Appraisal - 4 Marks Documentation of Performance Appraisal - 4 Marks	8				
OR	iii.	Describe various Principles and skills of Performance Counselling. Principles of Performance Counselling. - 4 Marks Skills of Performance Counselling. - 4 Marks	8				