

Roll No.....

DEPARTMENT OF MANAGEMENT
SCHOOL OF MANAGEMENT & BUSINESS STUDIES, JAMIA HAMDARD
MBA SEMESTER III EXAMINATION, 2019
PAPER-MBA-GE:HR 02
PERFORMANCE AND COMPENSATION MANAGEMENT

Duration: 3 Hours

Maximum Marks: 75

Note: All questions carry 15 marks each. Attempt any *FIVE* questions.

Q.1. Write short notes on the following: (5 x 3=15)

- a) Counselling
- b) Incentives
- c) Bell Curve

Q.2. Distinguish between the following: (5 x 3=15)

- a) Statutory and Non-Statutory Benefits
- b) Extrinsic and Intrinsic Rewards
- c) Allowance and Perquisites

Q.3. Elucidate the concept of Balance Score Card. Describe its components and explain its benefits for the organization.

Q.4. What is Performance Planning. Explain different types of Plans with the help of a diagram.

Q.5. Explain the concept and any five techniques of Performance Appraisals.

Q.6. Explain the Legal Framework of Compensation Management.

Q.7. Discuss the characteristics of ideal Performance Management Systems (PMS). Also, explain the disadvantages of poor PMS.

Q.8. Do you think Feedback is important in any organization? Why? Explain different types of Feedback.