Roll No..........................

DEPARTMENT OF MANAGEMENT

SCHOOL OF MANAGEMENT & BUSINESS STUDIES, JAMIA HAMDARD

MBA SEMESTER III EXAMINATION, 2018

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. Explain the concept and purpose of Performance Appraisal? Who should do the appraising? Discuss any five performance appraisal tools.

Q.2. Write short notes on the following: (5 x 3=15)

a) Bell Curve
b) Johari Window
c) Statutory Benefits

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

a) Strategic Plans and Operational Plans
b) Self-Assessment
c) Monetary and Non-Monetary Benefits

Q.4. Balance Score Card is a tool for Management in Organizations. Do you agree? Elucidate the concept of Balance Score Card. Describe its components and explain its benefits for the organization.

Q.5. Explain the concept and characteristics of MBO. Describe the MBO process. Explain its advantages and disadvantages for the organizations.

Q.6. What do you mean by Compensation Management and explain its objectives. Also, describe the concept of Equity in Compensation and its Types.

Q.7. Explain the Legal Framework of Compensation Management.

Q.8. You are the HR manager of the company X. How will you design the incentive plan for your employees? Discuss in detail.