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School of Management and Business Studies
Department of Management

Odd Semester Examination - January 2023 – February 2023
MBA-III Semester
MBA-GE-HR-02
Performance and Compensation Management

Duration: 3 Hours

Max Marks: 75

*Note: Attempt any Five Questions, all questions carry equal marks. [15*5=75]*

Q1: Mr. Amit Saxena has been appraising the employees in ABC Ltd. for 10 years. He is appreciated for being the best assessor in the company. Explain in detail what could be the top three appraisal techniques.

Q2: GIV Ltd. is known to give the best compensation package to its employees. Being the top level manager of this organization, comment on the factors that determine the pay structure of the company.

Q3: As an HR strategist in your organization, discuss how an effective feedback and counselling systems help in achieving organizational goals.

Q4: Discuss Performance Management Cycle. Also, explain the ideal Performance Management System.

Q5: Explain the following:

- a) Retirement Benefits
- b) Statutory Benefits vs Non-statutory Benefits
- c) Benchmarking of compensation

Q6: As a newly appointed manager of your team, what all plans will you use to achieve the goals of your organization.

Q7: How can you conduct Performance Review Meeting? Also, explain how can you evaluate performance review meeting.

Q8: You have been appointed to explain the concept of Balance Score Card. What all components you will include. Explain each component in detail.
