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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: III - THEORY EXAMINATION (2025 - 2026)

Subject: Performance and Compensation Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

- 1-a. The performance appraisal is basically used by organization for _____. (CO1, K1) 1
- (a) Defining needed capabilities
 - (b) Administering wages and salaries
 - (c) Recruiting employees
 - (d) fulfilling staffing needs
- 1-b. Performance Management emphasizes on _____. (CO1, K2) 1
- (a) Individuals , teams and organization
 - (b) Only individual
 - (c) Only team
 - (d) References
- 1-c. Which of the following is not a type of Performance Appraisal? (CO2. K2) 1
- (a) 20 degree Appraisal.
 - (b) Field Appraisals.
 - (c) BARS
 - (d) Team based appraisal
- 1-d. _____ is known as 360 degree appraisal? (CO2, K1) 1
- (a) A system where the line manager rates subordinates simultaneously.
 - (b) A system where feedback is obtained from peers subordinates and supervisors.
 - (c) A system where a senior manager rates all line managers simultaneously.
 - (d) A system where every employee rates another employee chosen at random.

- 1-e. Competency Mapping includes mapping the employee with respect to his/her _____. (CO3, K1) 1
- (a) Traits
 - (b) Self-Concept
 - (c) Skills and Knowledge
 - (d) All of the above
- 1-f. In career development, information about individual interests and preferences is a core component of (CO3, K2) 1
- (a) Human Resource Planning
 - (b) Advertisement Planning
 - (c) Financial Planning
 - (d) None of the above
- 1-g. Process of studying and collecting information about a job is known as _____. (CO4, K1) 1
- (a) HRP
 - (b) Job design
 - (c) Job analysis
 - (d) Job evaluation
- 1-h. The advantages of job evaluation are (CO4, K2) 1
- (a) Creating a fair and consistent pay structure
 - (b) Improving employee motivation
 - (c) Providing objective data for recruitment, promotion, and performance management
 - (d) All of the above
- 1-i. Salaries are not paid to _____.(CO5, K1) 1
- (a) White-collar and managerial level Employees
 - (b) Daily wage Labor
 - (c) Manager
 - (d) Board of director
- 1-j. First step of compensation process (management) is _____. (CO5, K1) 1
- (a) Developing of pay Structure
 - (b) Evaluation of Job
 - (c) Pricing of Job
 - (d) Analysis of Job

2. Attempt all parts:-

- 2.a. Explain the objectives of Potential Appraisal. (CO1, K2) 2
- 2.b. Define Self-Appraisal.(CO2, K1) 2
- 2.c. Define career development. (CO3, K1) 2
- 2.d. State various features of Job Evaluation.(CO4, K2) 2
- 2.e. Explain the Piece Rate Method of Payment. (CO5, K2) 2

SECTION-B

30

3. Attempt all parts:-
- 3.a. Answer any one of the following:-
- 3.a.(i) Differentiate between performance management & performance appraisal. (CO1, K4) 6
- 3.a.(ii) Explain the challenges of performance management in current scenario. (CO1, K2) 6
- 3.b. Answer any one of the following:-
- 3.b.(i) Elaborate on the concept of MBO at micro and macro levels. (CO2, K4) 6
- 3.b.(ii) Discuss traditional methods of Performance Appraisal. (CO2, K1) 6
- 3.c. Answer any one of the following:-
- 3.c.(i) Discuss the significance of competency mapping. (CO3, K4) 6
- 3.c.(ii) Taking reference of any Company, explain the benefits of Balanced Score Card in detail.(CO3, K4) 6
- 3.d. Answer any one of the following:-
- 3.d.(i) Discuss the various components of Compensation Management in detail. (CO4, K3) 6
- 3.d.(ii) Assume you are working as a HR Manager in a Multinational company. You are assigned with a task of conducting Job Evaluation. Discuss various stages involved in the preparation of the same. (CO4, K6) 6
- 3.e. Answer any one of the following:-
- 3.e.(i) Describe various internal and external factors influencing compensation management in any organization. (CO5, K3) 6
- 3.e.(ii) Explain the concept of Fringe Benefits. Describe the various benefits/components comes under Fringe Benefits. (CO5, K1) 6
- SECTION-C** 50
4. Answer any one of the following:-
- 4-a. Describe Performance Management Process in detail. (CO1, K2) 10
- 4-b. Differentiate between Key Result Areas (KRA) and Key Performance Indicators (KPI). Give one suitable example for the same. (CO1, K4) 10
5. Answer any one of the following:-
- 5-a. Discuss the objectives and various components of 360 degree performance appraisal in detail. (CO2, K2) 10
- 5-b. Define the role of HR managers in effective implementation of Performance management system in an organizations. (CO2, K2) 10
6. Answer any one of the following:-
- 6-a. Define Benchmarking. Explain different types of Benchmarking by giving a suitable example in detail. (CO3, K4) 10
- 6-b. Explain the process of developing a balanced scorecard. (CO3, K2) 10
7. Answer any one of the following:-
- 7-a. Describe the various Job Evaluations methods in detail. (CO4, K2) 10
- 7-b. Discuss briefly the statutory provisions governing different components of Compensation and Rewards System. (CO4, K2) 10
8. Answer any one of the following:-

- 8-a. Discuss the role of compensation and reward management in modern organizations. 10
Explain the advantages of fair compensation system. (CO5, K2)
- 8-b. Define Total reward system. Explain the different kinds of monetary and 10
nonmonetary rewards. (CO5, K2)

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