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953 (PMC)

[20-HKPGDEN–M2S(N)21J]

PGDHRM 2nd Semester (New) Exam., 2020

PERFORMANCE MANAGEMENT AND COMPENSATION MANAGEMENT

[PGDHRM (S2) 03]

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. *(a)* Answer the following questions : 1×8=8

(i) What is self-auditing?

(ii) What is meant by compensation?

(iii) What is minimum wage?

(iv) What is job evaluation?

(v) What is meant by blue collar worker?

(vi) What is deferred benefit?

(vii) What is VRS?

(viii) What is reward?

(b) Choose the correct answer of the following : 1×4=4

(i) Choose the correct statement.

1. Performance management is linked to achievement of organisational goals.
2. Performance management is not a continuous process.
3. Performance management cannot be considered as a communication process.
4. All of the above

(ii) Which is the correct sequence of performance management process?

1. Assessment–Recognition–Planning–Career development
2. Recognition–Planning–Assessment–Career development
3. Planning–Recognition–Assessment–Career development
4. None of the above

(iii) Choose the correct statement.

1. Performance appraisal feedback is not important for the employees.
2. Negative feedback on performance may act as motivator.
3. 'Acknowledgement of a job well done' is a constructive feedback on performance.
4. None of the above

(iv) Choose the correct statement.

1. 360 degree appraisal provides opportunities to employees for development.
2. 360 degree appraisal is a time consuming process.
3. Both (1) and (2)
4. None of the above

(c) Fill in the blanks of the following : 1×4=4

(i) Pay-based structures are the result of _____ evaluation.

(ii) Performance management system helps in identifying need-based _____ programme.

(iii) The philosophy of 'pay the person' attracts people with multiple_____.

(iv) _____ rewards aim to satisfy basic physiological needs.

(Continued)

2. Answer any *five* of the following questions (each within *50* words) : 2×5=10

(a) What is performance management?

(b) What is paired comparison?

(c) Discuss two objectives of compensation management.

(d) How can profit sharing plan provide incentive to employees?

(e) What is non-statutory benefit?

(f) Discuss two challenges of VRS implementation.

3. Answer any *four* of the following questions (each in around *150* words) : 3×4=12

(a) What is competency-based pay structure?

(b) Discuss the importance of performance management system in an organization.

(c) Differentiate between minimum wage and fair wage.

(d) Discuss the elements of reward management programme.

(e) Discuss the external factors that influence the determination of wages.

4. Answer any *three* of the following questions (each in around *250* words) : 6×3=18

(a) Discuss the end-cycle review process of performance management.

(b) Discuss the role of compensation as a retention strategy.

(c) Discuss the process of designing benefit packages.

(d) Discuss the concept of 'equity' in terms of employee compensation.

5. Answer any *three* of the following questions (each in around *300* words) : 8×3=24

(a) Discuss the benefits of performance management system.

(b) Discuss the 360 degree appraisal process.

(c) Discuss the factors that influence the compensation strategy of an organization.

(d) Discuss the preconditions for an effective incentive system.

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