

M.B.A. (CBCS Pattern) Semester-III
SP01 - PCB3EC1 - Performance Management & Compensation

P. Pages : 1

Time : Three Hours



GUG/W/24/10697

Max. Marks : 70

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- Notes : 1. Attempt **any five** questions.
2. All questions carry equal marks.

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| 1. | Explain grading method, & factor comparison method of job evaluation. | 14 |
| 2. | What is Job Analysis? Discuss its nature & Uses. | 14 |
| 3. | Describe the concepts, nature and objectives of compensation. | 14 |
| 4. | Discuss practical application & implementation of competency mapping. | 14 |
| 5. | Explain BARS and MBO methods of performance appraisal. | 14 |
| 6. | What is Career Development Plan? Discuss Career Anchors. | 14 |
| 7. | Discuss various career problems in detail. | 14 |
| 8. | What is Separation? Discuss retirement and VRS. | 14 |
| 9. | Explain employees Promotions and Transfers in detail. | 14 |
| 10. | Write short notes on any two . | 14 |
| | a) Job Specifications and Descriptions | |
| | b) HR Scorecard | |
| | c) 360 degree feedback | |
| | d) Career Counseling | |
