MB118C

Sl.No. : **Total No. of Pages : 3**

Third Semester M.B.A. Degree Examination, May/June - 2023

(Non CBCS) (SLM Scheme)

MANAGEMENT

(Elective - C) Compensation Management & Performance Appraisal

Time : 3 Hours **Max. Marks : 80**

SECTION - A

1) **Answer any five sub questions. Each sub question carries 3 marks :** **[5 × 3 = 15]**

a) What is computer performance appraisal?

b) State the term 'motivation'.

c) Enlist different types of compensation.

d) What is Halsey and Rowan plan?

e) Who are blue cellar employees?

f) What is MBO? Why it is used?

g) Mention the differences between job specification and job description.

SECTION - B

Answer any four questions. Each question carries Five marks : **[4 × 5 = 20]**

2) State the objectives of compensation.

3) Write a note on importance of 360° performance appraisal.

4) Outline the scope of labour welfare work.

5) What is balanced scorecard? State its benefits.

6) Give the meaning of executive compensation. Briefly explain its features.

7) Explain the major provisions of payment of wages Act, 1936.

SECTION - C

Answer any Three questions. Each question carries Ten marks : [3 × 10 = 30]

8) Write a detailed note on compensation pay structure in India.

9) Explain Maslow's hierarchy of needs theory of motivation.

10) Name the theories of wages and explain any two theories of wages.

11) Elaborate on different methods of job evaluation.

12) Discuss various methods of performance appraisal.

SECTION - D

13) **Case study :** **[1 × 15 = 15]**

PERFORMANCE APPRAISAL PROCESS

Berkely Investments is a reputed finance company having 15 branches in different part of the country. In the hone office there are more than 200 employees. This company has a performance rating under which the employees are rated at six months intervals by a committee of two executives. Graphic scales have been used as means of appraisal. The Qualities Considered are responsibility, initiative and interest in work, leadership potential, attitude and community activity.

After the performance is evaluated, the ratings are discussed with the concerned employees by their immediate boss who counsels them. The ratings a roused to influence promotions and salary adjustments of employees and also as a criterior for assigning further rating for them.

Recently three employees of the company called on the company's president to express their dissatisfaction with the ratings they had received. Their scores and composite ratings had been discussed with them as their ratings were comparatively low, they had been denied annual increments in salary. Approximately, two thirds of all the employees received increments. The aggrieved employee argued that their ratings did not accurately represent their Qualifications or performance. They insisted that "Community activity" was not actually a part of their job and that, what they do off the job is none of the company's business.

They expressed their opinion that employees should organise union and insist that salary increase. The threat of a union caused concern to the officers of the company. This particular experience convinced the top officers that ratings may represent a serious hazard to satisfactory relationship with employees. Even the chief executive finds that performance appraisal is dangerous source of friction and its hazards outweigh its values; so it should be discontinued at together.

Questions :

a) Identify the problem in the above case. **[5]**

b) If you were the HR Manager, how would you tackle the situation. **[5]**

c) Suggest modifications to be made in the performance appraisal system of the company. **[5]**

□□□