MBSC-3.3C

Sl.No. : **Total No. of Pages : 2**

Third Semester M.B.A. Degree Examination, June/July - 2024
(CBCS) (SLM Scheme)
MANAGEMENT
Performance Appraisal and Compensation Management
(Elective - C)

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

SECTION - A

Answer any five questions. Each question carries five marks. **[5 × 5 = 25]**

Q1) Explain the components of compensation management.

Q2) Briefly explain the objectives of performance appraisal.

Q3) "Job evaluation is key for compensating employee" Discuss.

Q4) What are the different types of incentives?

Q5) Explain the concept of 360 Degree performance appraisal.

Q6) State the features of payment of wages Act

Q7) What are the characteristics of best compensation plan?

SECTION - B

Answer any four questions. Each question carries ten marks. **[4 × 10 = 40]**

Q8) Discuss the objectives and importance of compensation management.

Q9) Explain the steps involved in performance appraisal.

Q10) Discuss the equity theory in compensation management.

Q11) Describe the methods of evaluating performance appraisal.

Q12) State the objectives and provision of payment of Bonus Act.

Q13) What is motivation? Discuss the theories of motivation.

SECTION - C

Q14) Case (Compulsory) **[1 × 15 = 15]**

The XYZ electrical company is a mobile manufacturer, Mr. Mahesh established the company in 1990, he was keenly aware of the importance of a highly motivated work force and how the company's success, infact dependended on it. Therefore, Mr. Mahesh had to ensure that each employee would work as diligently as possible for the good of the organization.

Mr. Mahesh realized that the best way to motivate employees would be to line the company's reward and recognitions system to its goals. To establish this connection, Mr. Mahesh developed and implemented a comprehehensive incentive system. lts aim was to improve the company's overall performance by allowing contributing workers to share in the proceeds. The plan rewards employees for turning out quality products effectively while conrrolling costs. The system inculdes the following components.

Paying by pie cerate. Production workers are paid according to the number of "pieces" or product units they produce that are not defective. lf a customer sends a defective piece back to the company, the employee who produced it must repair it on his or her own time.

Paying year end bonus: to reward workers further for their efforts, Mr. Mahesh introduced a year end bonus system that gives all workers an opportunity to nearly double their salaries. Employees get the bonus if the company's annual profit increases.

Providing stock options: Mr. Mahesh also provided his employees with the option of buying company's stock at low cost. Employees are also given shares of the company's stock based on annual profits.

Questions:

a) How does Mr. Mahesh want to motivate work force?

b) What would be the future expectation of Mr. Mahesh from employees of ZXY electrical company?

c) Would you agree with Mr. Mahesh and his comprehensive incentive system? Substantiate the answer with reasons.