

Course Code: 23MB3EH02
 BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY & SCIENCE
 (AUTONOMOUS)

II –MBA I-Semester Model Paper (BR23), Dec - 2024

PERFORMANCE EVALUATION AND COMPENSATION MANAGEMENT (MBA)

Time: 3 hours

Max. Marks: 70

PART - A Answer ONE Question from each UNIT (5 x 12 = 60 Marks)

All Questions Carry Equal Marks

PART - B Compulsory (1 x 10 = 10 Marks)

PART –A

UNIT-I		Marks	CO	BL
1.a)	Explain the Historical developments in performance management.	6M	CO1	BL2
b)	Illustrate the scope; nature; significance of the performance management.	6M	CO1	BL2
OR				
2.a)	Why has performance counselling in the organizational context ended up being a dreaded dialogue?	6M	CO1	BL1
b)	Outline and explain Process for managing performance	6M	CO1	BL2
UNIT-II				
		Marks	CO	BL
3.a)	Elaborate the Performance Management Planning.	6M	CO2	BL6
b)	Identify the Need: Importance & Approaches	6M	CO2	BL3
OR				
4.a)	Explain the Planning Process.	6M	CO2	BL2
b)	What is Strategic Planning and Discuss it in detail?	6M	CO2	BL1
UNIT-III				
		Marks	CO	BL
5.a)	What are the objectives & Functions of Performance Management System	6M	CO3	BL1
b)	Illustrate the Phases of Performance Management System	6M	CO3	BL2
OR				
6.a)	What is performance managing? Explain the process	6M	CO4	BL1
b)	Describe the objectives and importance of performance managing with suitable examples	6M	CO4	BL2
UNIT-IV				
		Marks	CO	BL
7.a)	Analyse the Compensation as a Retention strategy.	6M	CO5	BL4
b)	Explain the Designing a compensation system	6M	CO5	BL2
OR				
8.a)	Discuss in detail internal, external equity and pay determinants	6M	CO5	BL6
b)	Explain the frame work of compensation policy that influence of pay on employee attitude and behaviour.	6M	CO5	BL2
UNIT-V				
		Marks	CO	BL
9.a)	Identify the elements of compensation management.	6M	CO6	BL3
b)	Explain the Compensation Structure?	6M	CO6	BL2
OR				

10.a)	Explain Concept of Tax planning.	6M	CO6	BL2
b)	Analyse the Role of tax planning in compensation benefits.	6M	CO6	BL4

PART – B

<i>CASE STUDY</i>		Marks	CO	BL
11	<p>The CEO of Swagata Soaps Pvt. Ltd. is tense due to falling organizational performance for the last 2 years. During a conversation with Mr. P.N. Chakravarty, the Vice President of Human Resources, the CEO commented "our employees need to be supervised more for increasing outputs. He continued, "Unless people are directed they will not perform. What do you think Chakravarty?"</p> <p>Questions</p> <ol style="list-style-type: none"> 1. Do you agree with the contentions of the CEO? 2. What should be the best response of Mr. Chakravarty? 3. What would be your contention if you would have been the CEO of Swagata Soaps Pvt. Ltd.? 	10M	CO1	BL4
