

Printed Page:-

Subject Code:- GHRM102

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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, NIET BUSINESS SCHOOL,  
GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

PGDM (GLOBAL)

TRIMESTER: IV - THEORY EXAMINATION (20 .... -20 ....)

Subject: Performance Management & Compensation Management

Time: 2.5 Hours

Max. Marks: 60

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

**SECTION-A**

15

1. Attempt all parts:-

1-a. The main objective of a Performance Management System (PMS) is to: 1  
(CO1)(K1)

- (a) Enhance motivation
- (b) Improve communication
- (c) Align employee performance with goals
- (d) Track employee attendance

1-b. Management by Objectives (MBO) focuses primarily on: 1  
(CO2)(K2)

- (a) Rewards for employees
- (b) Goal setting and achievement
- (c) Skills training
- (d) Performance appraisal

1-c. Payroll compliance refers to: 1  
(CO3)(K3)

- (a) Avoiding penalties
- (b) Maximizing employee bonuses
- (c) Managing HR reports only
- (d) Ensuring timely payments

1-d.	Compensation serves to: (CO4)(K4)	1
	(a) Provide job satisfaction	
	(b) Reward good performance	
	(c) Discourage job commitment	
	(d) Eliminate pay disparities	
1-e.	The Provident Fund (PF) is a form of: (CO5)(K5)	1
	(a) Pension plan	
	(b) Employee insurance	
	(c) Retirement savings plan	
	(d) Health fund	
2.	Attempt all parts:-	
2.a.	Define Performance Management and its significance in organizational growth. (CO1)(K1)	2
2.b.	Explain the concept of 360-degree performance appraisal and its benefits. (CO2)(K2)	2
2.c.	Explain the concept of payroll management and its importance in an organization. (CO3)(K3)	2
2.d.	Explain the importance of job evaluation in determining compensation. (CO4)(K4)	2
2.e.	Define the Employees' State Insurance (ESI) and its purpose. (CO5)(K5)	2
<b>SECTION-B</b>		<b>15</b>
3.	Answer any <u>three</u> of the following:-	
3-a.	Explain the differences between Key Performance Indicators (KPIs) and Key Result Areas (KRAs), and their respective roles in performance management. (CO1)(K1)	5
3-b.	Analyze the role of MBO in performance management and its impact on employee productivity. (CO2)(K2)	5
3-c.	Evaluate the impact of payroll systems and technologies on reducing human errors in payroll processing. (CO3)(K3)	5
3-d.	Discuss the significance of a well-structured reward system and its impact on employee performance and motivation. (CO4)(K4)	5
3.e.	Define "Incentive Schemes" and mention two types. (CO5)(K5)	5
<b>SECTION-C</b>		<b>30</b>
4.	Answer any <u>one</u> of the following:-	

- 4-a. ABC Corporation has implemented a performance management system, but employees feel the process lacks transparency. Analyze the situation and suggest how the company can improve its system to foster trust and clarity. 6  
(CO1)(K1)
- 4-b. A company uses KPIs to track sales team performance. However, with a shift to digital marketing, the current KPIs no longer accurately reflect performance. Propose how the KPIs should be adjusted to better align with the new business strategy. (CO1)(K1) 6
5. Answer any one of the following:-
- 5-a. A company has recently implemented a 360-degree performance appraisal system. However, employees feel uncomfortable with the feedback process, fearing retaliation. Describe the steps that company can take to address these concerns (CO2)(K2) 6
- 5-b. A large retail organization uses MBO as its primary method for managing performance. However, employees complain that the objectives set are often too difficult to achieve. Analyze this situation and recommend changes. (CO2)(K2) 6
6. Answer any one of the following:-
- 6-a. A company has recently implemented an automated payroll system but employees are facing delays in salary payments. Identify potential causes and suggest improvements to optimize the payroll process. (CO3)(K3) 6
- 6-b. A small business is struggling with payroll tax compliance issues due to a lack of knowledge. Recommend a solution that can help them streamline the payroll process and ensure full compliance with tax regulations. 6
7. Answer any one of the following:-
- 7-a. A senior executive in a company feels that their compensation does not align with their responsibilities. Suggest improvements to the evaluation process. (CO4)(K4) 6
- 7-b. A technology firm is introducing a new bonus system tied to performance. Analyze the possible effects on employee motivation and performance. (CO4)(K4) 6
8. Answer any one of the following:-
- 8-a. An organization has seen a significant rise in employee turnover. Discuss how the addition of fringe benefits can help improve retention.(CO5)(K5) 6
- 8-b. A software firm is considering introducing Gratuity as a part of their employee welfare programs. Discuss the advantages and drawbacks of this initiative. 6  
(CO5)(K5)