



## उत्तराखंड मुक्त विश्वविद्यालय हल्द्वानी (नैनीताल)

**Programme Name-MBA-Fourth Semester/PGDHRM-Second Semester**

**Programme Code-MBA-13/PGDHRM-10**

**Course Name-Performance and Reward Management**

**Course Code-HR 2307**

**Maximum Marks-40**

**Session -2014-15,Summer**

**Last Date of Submission: 15 July , 2015**

### Section-A

Section 'A' contains 08 short answer type questions of 5 marks each. Learners are required to answer 4 questions only. Answers of short answer-type questions must be restricted to 250 words approximately.

Discuss the following (1-8) –

1. Performance Management vs. Performance Appraisal.
2. Process of Performance Management Systems.
3. Objectives of Performance Review Meetings.
4. Pitfalls in mentoring.
5. Stocktaking of Potential.
6. Managing under performers.
7. Factors influencing Fringe Benefits.
8. Equity in Compensation.

### Section-B

Section 'B' contains 04 long answer-type questions of 10 marks each. Learners are required to answer 02 questions only.

1. Explain the significance of performance and development planning. Present an illustrative form of performance and development plan.
2. As the HR manager, create a plan with two methods of providing feedback to employees. Include the frequency with which the feedback would be provided. Propose two actions that company leaders should take to reinforce positive employee behaviour.
3. Explain the process of performance appraisals. Give your opinion regarding which type of Performance Appraisal is suitable at the Middle Manager Level.
4. Explain the concept and types of compensation. What in your views are the objectives and criteria of compensation administration?