
UTTARAKHAND OPEN UNIVERSITY, HALDWANI (NAINITAL)

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 -2015-16, Summer

Last Date of Submission: 15 May, 2016

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. Role of performance in rewarding performance.
2. Disadvantages/ dangers of poorly implemented performance management system.
3. Performance management vs. Performance appraisal.
4. Performance and development planning (PDP).
5. Objectives of performance reviews.
6. Steps in mentoring process.
7. 360– Degree appraisal.
8. Objectives of compensation management.

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 concept and characteristics of a learning organization. How do people act in learning organisation?
2. Explain the process of performance appraisals. Briefly outline the different methods of appraisal.
3. Explain the concept and types of compensation. What in your view are the objectives and criteria of compensation administration?
4. What kind of problems are encountered in performance monitoring and how can they be overcome?