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**EXECUTIVE MASTER OF BUSINESS  
ADMINISTRATION (EXMBA)**

**Term-End Examination  
December, 2012**

**MCTE-083 : PERFORMANCE AND  
COMPENSATION MANAGEMENT**

*Time : 3 hours*

*Maximum Marks : 100*

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*Note : Answer any five questions. All questions carry  
equal marks.*

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1. What is Performance Appraisal ? Explain the steps involved in the appraisal process. 20
2. What is Performance Management ? Briefly explain the dimensions of Performance Management. 20
3. Write short notes on : 20
  - (a) On the Job Training
  - (b) Coaching
4. Explain any two modern techniques of Performance Appraisal. 20

5. What is compensation ? Briefly explain the factors that influence the determination of employee compensation. 20
  6. Briefly explain any four types of organisational rewards. 20
  7. What is job evaluation ? Explain any two methods of job evaluation. 20
  8. Comment upon the executive compensation practices in India. 20
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