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

Term-End Examination

June, 2012

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

Time : 3 hours

Maximum Marks : 100

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

1. What is the concept of performance Management ? 20
What are the key ingredients of Performance Management System ? Explain.
2. Performance Management System is inter-linked 20
process with other different functions. Explain the statement giving suitable example.
3. "An effective performance plan should outline 20
results expected, performance measures, standards to be achieved and target dates for measurement". Discuss.
4. What is the role of coaching, mentoring and 20
counseling in performance management system ?

5. Internal Equity and External Parity are the key to compensation structure. Explain. 20
6. What is Performance based pay ? Explain any two such schemes practiced by corporate. 20
7. What are the rationale of employee's benefits and Services ? What are the latest trends ? 20
8. Write short notes on *any two* of the following : 10+10
- (a) Golden Parachute
 - (b) Expatriate Pay
 - (c) Income tax planning
 - (d) Pay broad binding
 - (e) Hay Plan
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