

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

Term-End Examination

December, 2011

**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 Performance Management ? How does it differ from Performance Appraisal ? Discuss. 20
2. There has been a definite shift in appraisal system ? What are the latest trends in appraisal systems ? Explain with examples. 20
3. What is the concept of compensation reward system ? Should they be linked with performance of employee ? 20
4. Examine the relevance of different motivational theories in compensation and reward management. 20

5. What is relevance of job evaluation and market survey in working out compensation strategy ? Are they essential ? 20
 6. Why corporate are going for variable pay ? What are the concepts of ESOP's and profit sharing ? Briefly explain. 20
 7. How is managerial reward different from the workers wages ? Why should managers be paid more ? Critically examine. 20
 8. Write short note on *any two* of the following : 10+10
 - (a) Golden Parachute
 - (b) Expatriate Pay
 - (c) Income tax planning
 - (d) Pay broad binding
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