



BRAINWARE UNIVERSITY

Term End Examination 2023-2024

Programme – MBA-2022

Course Name – Performance and Compensation Management System

Course Code - HR303

(Semester III)

Library
Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :

- (i) Identify the aspect of 360-degree feedback which is most beneficial in addressing blind spots in an employee's self-assessment?
- a) Input from peers and colleagues b) Feedback from immediate supervisors
c) Feedback from subordinates d) Self-assessment
- (ii) 360-degree feedback is often used to assess job performance but also discovers
- a) Personal relationships b) Employee loyalty
c) Leadership and interpersonal skills d) Length of service
- (iii) Choose the first steps in managing underperformance in a team?
- a) Immediate termination b) Providing clear expectations and feedback
c) Ignoring the issue d) Promoting the underperforming employee
- (iv) State the importance of setting specific, measurable goals when addressing underperformance?
- a) It allows for greater micromanagement b) It provides a clear direction for improvement
c) It is unnecessary and time-consuming d) It avoids accountability
- (v) Define the purpose of conducting a performance review with an underperforming employee?
- a) To criticize and belittle the employee b) To highlight their weaknesses
c) To facilitate open communication and set goals for improvement d) To justify termination
- (vi) Determine when should you involve Human Resources (HR) in addressing underperformance?
- a) Only when considering termination b) Immediately when the issue arises
c) Never, as it's a manager's responsibility d) Only if the employee requests HR involvement
- (vii) Identify a common step in creating a performance improvement plan (PIP)?

- a) Ignoring the issue and hoping it improves
 c) Providing ongoing support and resources for improvement
- b) Setting vague and unrealistic goals
 d) Avoiding all communication with the employee
- (viii) State the primary purpose of a performance appraisal?
 a) Employee discipline
 c) Employee compensation
- b) Employee development
 d) Employee recruitment
- (ix) State the potential disadvantage of self-assessments in performance appraisals?
 a) Encourages employee involvement
 c) Can lead to overinflated self-ratings
- b) Reduces biases in the appraisal process
 d) Provides a one-sided view of performance
- (x) Identify the purpose of a 360-degree feedback system in performance appraisal?
 a) To collect feedback only from immediate supervisors
 c) To focus solely on quantitative performance metrics
- b) To gather feedback from various sources, including peers, subordinates, and customers
 d) To replace traditional performance appraisal methods
- (xi) Identify the performance appraisal method which relies on specific, observable behaviors that are linked to performance standards?
 a) Graphic Rating Scale
 c) Management by Objectives (MBO)
- b) Critical Incident Technique
 d) Behaviorally Anchored Rating Scale (BARS)
- (xii) Identify the primary goal of performance appraisal feedback sessions?
 a) To make employees feel appreciated
 c) To improve employee performance and development
- b) To determine raises and promotions
 d) To document disciplinary actions
- (xiii) Identify a common critique of traditional performance appraisal methods?
 a) They are too lenient in evaluating employees
 c) They are too cost-effective for organizations
- b) They lack objectivity and are prone to bias
 d) They are solely focused on employee development
- (xiv) Select one of the primary benefits of performance appraisal in organizations?
 a) Identifying employees for disciplinary actions
 c) Improving employee performance and productivity
- b) Providing a basis for salary reductions
 d) Decreasing employee engagement
- (xv) Identify how Performance appraisal helps in setting clear expectations and performance standards, which, in turn, can
 a) Create a hostile work environment
 c) Enhance employee motivation and goal alignment
- b) Lead to decreased employee morale
 d) Encourage excessive competition among employees

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Suppose you are an HR manager tasked with designing a performance appraisal system. Illustrate the method to incorporate 360-degree feedback for employees? (3)
3. Identify the main goal of performance management? (3)
4. Define Key Performance Indicators (KPIs) in the context of performance management. (3)
5. Distinguish the key elements considered during job evaluation? (3)
6. Identify the role of a job description in performance management? (3)

OR

Explain the concept of feedback in coaching and how it supports self-awareness. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Summarize What are employee benefits? (5)
8. What factors influence the effectiveness of an incentive scheme? (5)
9. What is compensation management? (5)
10. What role does job evaluation play in compensation management? (5)
11. What is 360-degree feedback in performance management? (5)
12. Summarize What is the importance of health insurance as an employee benefit? (5)

OR

Summarize What is job evaluation? (5)

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