

III HR

FM 404



Master of Business Administration (M.B.A.) (Semester – III)  
Examination, December 2016  
(Under Distance Learning)

PERFORMANCE AND POTENTIAL MANAGEMENT

Date : 8-12-2016

Time : 2.30 p.m. to 5.30 p.m.

Total. Marks : 70

**Instructions :** 1) Answer **any five** from the followings.  
2) **All** questions carry **equal** marks.

1. Define performance management system. Explain the process of performance management system.
2. Define SMART goals. Explain the importance of individual and team goal setting.
3. Explain the five step model of performance appraisal.
4. Explain the CIRO technique with reference to feedback system.
5. Define MBO and its importance in performance appraisal system.
6. Explain the process of performance planning and goal setting.
7. Define 360 degree performance appraisal method of appraisals. Discuss it's advantages and disadvantages.





FM 306

M.B.A. (Semester – III) Examination, December 2016  
(Under Distance Learning)  
**COMPENSATION MANAGEMENT**

Date : 11-12-2016

Total Marks : 70

Time : 2.30 p.m. to 5.30 p.m.

**Instructions :** 1) Answer **any 5** from the following.  
2) **All** questions carry **equal** marks.

1. Discuss the various types of Compensation with respect to organizations. What are the differences between the distinction between the traditional and modern compensation system.
2. Performance management is a strategic tool and is holistic in nature – Explain.
3. Briefly explain the payroll Management Processes.
4. What do you understand by the concept of wages; also explain the different types of wages ?
5. Explain briefly the various individual and group incentive plans and their respective merits and demerits.
6. Explain the concept of board banding and also discuss its advantages and disadvantages.
7. What do you understand by the term Attrition and explain the various signs of attrition. Explain the retention strategies adopted by many organizations.
8. Write short notes on (**any three**) :
  - a) Dearness allowances
  - b) Job Ranking Method
  - c) Management by Objectives
  - d) Fringe Benefits.





FM – 507

**M.B.A. (Semester – III) Examination, December 2016**  
**(Under Distance Learning)**  
**ORGANISATIONAL DESIGN, DEVELOPMENT AND CHANGE**

Date : 7-12-2016

Total Marks : 70

Time : 2.30 p.m. to 5.30 p.m.

**Instructions :** 1) Answer **any 5** from the following.  
2) **All** questions carry **equal** marks.

1. Explain in your own words what do you understand by an organization. What do you understand by Henry Mint Berg's organizational configuration approach.
2. Which is more important – standardization or mutual adjustment and why ? Which approach should an organization adopt ?
3. Differentiate between an internal and an external change agent. Explain the key roles pertaining to organizational change.
4. What you understand by organizational diagnosis ? How is it carried out ?
5. Explain the values, beliefs and assumptions of OD. What are its implications on individuals, groups and running organizations ?
6. How the Role Negotiation Technique different form Role Analysis Technique ? When is this used ? What are its modalities of conduct ?
7. Discuss the ways to structure the OD activities better to promote learning and change.
8. What short notes on **(any three)** :
  - a) Kurt Lewin's model of change.
  - b) OD intervention
  - c) Reactive Change
  - d) Dependency theory
  - e) Matrix structure.





FM 406

**Master of Business Administration (M.B.A.) (Semester – III)**  
**Examination, December 2016**  
**(Under Distance Learning)**  
**TRAINING AND DEVELOPMENT**

Date : 6-12-2016

Time : 2.30 p.m. to 5.30 p.m.

Total Marks : 70

**Instructions :** 1) Answer **any five** from the following.  
2) **All questions carry equal marks.**

1. Write a short notes on following (**any two**) :
    - A) Principles of learning
    - B) Neuro Linguistic Program
    - C) CBT
  2. Define training and discuss the need and importance of training program in organization.
  3. Why training needs assessment should be done before arranging the training program ?
  4. Describe the various learning styles and their implications for training.
  5. Discuss the important considerations while designing training activities.
  6. What are the advantages and disadvantages of on the job training methods and off the job training methods ?
  7. What are the various approaches in employee development ?
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