

Code No: MB193A2 /19

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY GURAJADA VIZIANAGARAM

MBA III Semester Regular/Supplementary Examinations, November-2025

Performance Evaluation and Compensation Management (HR)

Time: 3 Hours

Max. Marks: 75

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*Answer any FIVE Questions One Question from Each Unit*  
*All Questions Carry Equal Marks*

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**UNIT-I**

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|----|---|---|----|
| 1. | a | Explain the nature and scope of performance management. | 6M |
|    | b | Write a note on performance audit.                      | 6M |

**OR**

- |    |   |   |    |
|----|---|---|----|
| 2. | a | How to link performance management with other HR sub-systems? | 6M |
|    | b | Analyze the various factors affecting performance management. | 6M |

**UNIT-II**

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|----|---|---|----|
| 3. | a | How can you link the strategic planning with the performance? | 6M |
|    | b | Write a note on barriers of performance planning.             | 6M |

**OR**

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|----|---|---|----|
| 4. | a | Explain about the process of performance planning.          | 6M |
|    | b | Illustrate the steps involved in to the competency mapping. | 6M |

**UNIT-III**

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|----|---|---|----|
| 5. | a | Evaluate the performance management system's process. | 6M |
|    | b | Determine the principles of performance monitoring.   | 6M |

**OR**

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|----|---|--|----|
| 6. | a | Analyze the concept of performance monitoring.                                     | 6M |
|    | b | How will periodical reviews help with problem-solving and performance improvement? | 6M |

**UNIT-IV**

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|----|---|--|----|
| 7. | a | Explain the various objectives of compensation management.                         | 6M |
|    | b | How would you align the compensation strategy with the business strategy? Explain. | 6M |

**OR**

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|----|---|--|----|
| 8. | a | Write a role on compensation and reward in the present business scenario.  | 6M |
|    | b | What are the various pay determinants in a compensation management system? | 6M |

**UNIT-V**

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|----|---|--|----|
| 9. | a | Write a note on the role of tax planning in compensation.  | 6M |
|    | b | How to design a pay structure for the company? Illustrate. | 6M |

**OR**

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|-----|---|--|----|
| 10. | a | What are the components of a compensation system? Describe | 6M |
|     | b | Analyze the different types of compensation structures.    |    |

**CASE STUDY**

- |    |   |     |
|----|---|-----|
| 11 | Ajay is an employee whose performance was more than satisfactory for over two years. His work assignments were completed on time and accurately done. However, for the last three months, Ajay's work has been consistently late and incomplete. His work also contains an increasing number of mistakes. He does not seem to be concentrating on his work very well, and often gives vague and incomplete answers when his manager needs information from him. | 15M |
|----|---|-----|

Ajay's performance problems began around the time a new computer system was introduced at the company. His manager has provided regular feedback and counseling to Ajay on the problems with his assignments. During one of the counseling sessions, Ajay mentioned a problem using the new software. Ajay and his manager jointly agreed that he should take advantage of the two-day training session offered. After the training session, the trainer informed the manager that Ajay barely participated in the training session and that he acted very nonchalantly during the entire two days.

Ajay's performance is still not improving. He has a backlog of work, which means his assignments are often late and are impacting the work of others. The manager has asked other employees to step in and help complete the backlog. Additionally, the manager has been spending a considerable amount of time reviewing his submissions and has identified three serious errors over the past two weeks.

The manager is now seriously considering counseling Ajay within the next three to four weeks.

**Questions:**

1. Does this situation meet the criteria for counseling?
2. Are three or four weeks an appropriate amount of time to wait if the manager decides to counsel Ajay?
3. If you decide to counsel Ajay, should you write a counseling memo?