

MASTER OF BUSINESS ADMINISTRATION (CBCS - 2022 COURSE)
M.B.A. Sem-IV : WINTER: 2025
SUBJECT: COMPETENCY MAPPING & PERFORMANCE MANAGEMENT

Day : Wednesday

Date : 03/12/2025

Time : 02:00 PM-05:00 PM

Max. Marks : 100

W-26018-2025

N.B.

- 1) Answer any **FOUR** questions from Section – I and any **TWO** questions from Section - II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections should be written in the **SAME** answer book.

SECTION – I

- Q.1 Define competency and explain its significance in managerial performance. (15)
- Q.2 What is competency mapping? Explain its scope. (15)
- Q.3 Explain in detail various modern methods of performance appraisal and its role in competency development. (15)
- Q.4 What are the key responsibilities of managers and employees in performance planning? (15)
- Q.5 How does competency mapping contribute to performance management? (15)
- Q.6 Write short notes on any **TWO**: (15)
- a) PJ Job fit theory
 - b) Balanced score card
 - c) Career planning and competency mapping

SECTION – II

- Q.7 Assume you are a HR manager in a multinational company. Develop a competency mapping framework for leadership role. (20)
- Q.8 Design a performance appraisal system for a manufacturing firm that ensure fair evaluation. (20)
- Q.9 Analyse the impact of competency mapping on employee relation and career growth. (20)

MASTER OF BUSINESS ADMINISTRATION (CBCS - 2022 COURSE)
M.B.A. Sem-IV : WINTER: 2025
SUBJECT: COMPENSATION & BENEFITS MANAGEMENT

Day : Tuesday
Date : 02/12/2025

W-26017-2025

Time : 02:00 PM-05:00 PM
Max. Marks : 100

N.B.

1. Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section II
2. Figures to the **RIGHT** indicate **FULL** marks.
3. Answers to both the sections should be written in **SAME** answer book.

SECTION – I

- Q.1 Explain in detail factors affecting compensation and benefits management decisions. (15)
- Q.2 Explain different kinds of wage incentive plans. (15)
- Q.3 Discuss the concept of Executive Compensation. What are different components of executive compensation? (15)
- Q.4 Explain in detail wage determination process. (15)
- Q.5 Discuss the reward management process with suitable example. (15)
- Q.6 Write Short Notes on **ANY TWO** of the following : (15)
- a) Labour Turnover
 - b) Wage surveys
 - c) Bonus

SECTION – II

- Q.7 Prepare a draft of designing a tax friendly Package for medium sized company located in Pune. (20)
- Q.8 “Competency based pay will encourage employees to acquire new skills” Comment. (20)
- Q.9 “Reward management contributes in improving employees retention rate” Give your views about the statement. (20)
