

Mid-West University  
**Examinations Management Office**  
Surkhet, Nepal  
Chance Examination-2079  
Master of Business Studies (MBS)  
Semester - IV

Subject: Compensation and Performance Management

Course Code: HRM 546

Full Marks: 60 Pass Marks: 30

Time: 3: 00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X 1 = 10 MARKS)**

Answer **ALL** the questions:

1. What are non-monetary rewards?
2. Define supplementary compensation.
3. Give the meaning of cafeteria style compensation.
4. State the meaning of knowledge based compensation
5. Enlist any four components of compensation package.
6. List out the goals of compensation system.
7. What do you mean by labor force?
8. State the meaning of fringe benefits in shorts.
9. Write the meaning of competency based compensation.
10. What does 360-degree appraisal mean?

**SECTION B: SHORT ANSWER QUESTIONS (3 X 8 = 24 MARKS)**

Answer any **THREE** questions:

11. Give the meaning of intrinsic rewards. Explain the various components of intrinsic rewards. [2+6]
12. Mention the importance of performance management in an organization. [8]
13. Explain the wages theory of compensation. [8]
14. What are incentive plans? Describe the types of incentive plans. [2+6]
15. What types of discrimination in labor market in Nepal? Explain. [8]

**SECTION C: LONG ANSWER QUESTIONS (2 X 13 = 26 MARKS)**

Answer any **TWO** questions:

16. What is compensation? Explain the compensation Strategies and also discuss about the goals of compensation. [3+5+5]
17. State the meaning of performance management. Explain the features and steps of performance management. [3+5+5]
18. Define job analysis. Describe the methods and the various steps of job analysis. [3+5+5]

**THE END**