

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

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Subject: Compensation and Performance Management

Course Code: HRM 546

Full Marks: 60 Pass Marks: 30

Time: 3: 00 Hours

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*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. Define fringe benefits in shorts.
2. Give the meaning of cafeteria style compensation.
3. What does 360-degree appraisal mean?
4. State the meaning of knowledge based compensation.
5. List out the goals of compensation system.
6. What are the monetary rewards?
7. Define key result area.
8. Mention the components of job specification.
9. Write the meaning of competency based compensation.
10. Enlist the effective component of job document performance.

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

Answer any **THREE** questions:

11. Briefly discuss the various components of compensation package. [8]
12. What is job analysis? Explain the process of job analysis. [2+6]
13. Enumerate the differences between performance appraisal and performance management. [8]
14. Explain the wages theory of compensation. [8]
15. What is an incentive plan? Describe the types of incentive plans. [2+6]

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

Answer any **TWO** questions:

16. "Compensation is the major tools of motivation." With the given statement discuss the meaning, strategy and goals of compensation. [3+5+5]
17. Define performance management. Explain the significance and process of performance management. [3+5+5]
18. State the meaning of performance planning. Describe the methods and process of performance appraisal. [3+5+5]

**THE END**