STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086
(For candidates admitted during the academic year 2020 -2021 and thereafter)
                                                    SUBJECTCODE : 20HR/PE/PA15

M.A. DEGREE EXAMINATION, NOVEMBER 2022
HUMAN RESOURCE MANAGEMENT
FIRST SEMESTER
COURSE: ELECTIVE
PAPER : PERFORMANCE APPRAISAL
TIME   : 3 HOURS   **MAX MARKS : 100**

SECTION - A

ANSWER ALL ANSWER SHOULD NOT EXCEED 50 WORDS: **(10 X 2 =20)**
1. Define Performance Appraisal.
2. Outline some examples of Reward.
3. Sequence the steps in the Performance Appraisal process.
4. Summarize the meaning of Behaviorally Anchored Rating Scales.
5. Distinguish between Allowances and Perquisites.
6. Categorize the steps in the process of Wage determination.
7. What is a Profit-Sharing Plan?
8. List 2 aims of the Wage Policy of India.
9. Highlight 2 examples of Fringe Benefits.
10. Identify the various methods of Wage Payment.

SECTION - B
ANSWER ANY FOUR. ANSWER SHOULD NOT EXCEED 600 WORDS: **(4 X 10 = 40)**

11. Appraise the Objectives of Performance appraisal.
12. What are the advantages and disadvantages of Performance Appraisal?
13. Comment about the Tools and Techniques of Performance Appraisal.
14. Briefly explain the concept of Wages.
15. Determine the pre requisites of a Sound Incentives Plan.
16. Explain about Perquisites - Types, Benefits and Taxability.

SECTION - C
ANSWER ANY TWO. ANSWER SHOULD NOT EXCEED 1200 WORDS: (2 X 20 = 40)

17. Explain in detail about the Traditional and Modern methods of Performance Appraisal.
18. Examine the essentials of a Sound Wage and Salary Structure.
19. Sketch in detail about the different types of Incentive Plans.
20. Explain about the different types of Fringe Benefits.

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