

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.**  
(For candidates admitted during the academic year 2009-10)

**SUBJECT CODE : CM/PC/PR24**

**M.Com. DEGREE EXAMINATION APRIL 2010**  
**COMMERCE**  
**SECOND SEMESTER**

**COURSE : MAJOR – CORE**  
**PAPER : PERFORMANCE APPRAISAL & REWARDS MANAGEMENT.**  
**TIME : 3 HOURS** **MAX. MARKS : 100**

**SECTION – A**

**ANSWER ANY FIVE QUESTIONS: ( 5 x 8 = 40 )**

1. Define Performance appraisal. What are its objectives?
2. Discuss the pros and cons of any two appraising tools.
3. Distinguish between fringe benefits and incentive plans.
4. Explain the problems to be avoided in appraising performance.
5. What is the relation between job specification and compensable factors?
6. Outline the Appraisal process.
7. Explain the concept of Profit sharing.
8. Point out the linkage between incentive and productivity.

**SECTION – B**

**ANSWER ANY THREE QUESTIONS: ( 3 x 20 = 60 )**

9. Explain how you would use the alternation-Ranking method,  
The paired comparison method and Forced distribution method.
10. Discuss the traditional methods of performance appraisal.  
Is it relevant to present day Organisations? What would you recommend to replace with modern methods?
11. Explain the Rewards management system and its components.
12. What are the factors governing sound wage and salary structures?
13. “*Accurate appraisal of performance is very difficult*”. **Amplify** this statement.  
Explain how to overcome the pitfalls in effective appraisal system.

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