

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.**  
(For candidates admitted during the academic year 2009 – 2010 & thereafter)

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

**M.Com. DEGREE EXAMINATION APRIL 2011**  
**COMMERCE**  
**SECOND SEMESTER**

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

**SECTION – A**

**ANSWER ANY FIVE QUESTIONS:**

**5 x 8 = 40**

1. What are Assessment Centres as used in Performance Appraisal? Discuss the process of appraisal by Assessment Centres.
2. Compare and contrast the following methods of Job Evaluation:  
(i) Ranking Method (ii) Factor Comparison Method and (iii) Point Method.
3. What do you understand by Profit Sharing? Describe the features of Profit sharing Schemes.
4. What do you mean by Incentive? What is the rationale behind offering incentives to the employees?
5. What is the difference between Time Wage and Piece Wage systems? Discuss their relative merits and demerits.
6. Distinguish between Performance Appraisal and Potential Appraisal.
7. Explain some of the Non- Monetary incentives.
8. Discuss 360 degree appraisal with relative merits and demerits.

**SECTION – B**

**ANSWER ANY THREE QUESTIONS:**

**3x 20 = 60**

9. Explain in your own words how you would go about developing a behaviorally anchored rating scale.
10. State the objectives of wage and salary administration. Explain the basic principle that any Wage Plan must follow.
11. Discuss the importance of fringe benefits as a component of wages and salaries. How are they justified by the government, employers and employees?

12. What are the basic principal methods of wage payment? Examine their relative merits and demerits.
13. "Accurate appraisal of performance is very different". Do you agree with this? What are the pitfalls in effective appraisal system and how can these be overcome?

