

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI – 600086.
(Affiliated to the University of Madras)
DEPARTMENT OF COMMERCE – SHIFT II
END SEMESTER EXAMINATION- APRIL 2019
PERFORMANCE APPRAISAL

SUB CODE: 15CM/UI/PA23

TIME: 3 Hrs
MARKS: 100

SECTION – A

ANSWER ALL QUESTIONS

(10 X 2 =20)

1. Define Performance Appraisal.
2. Explain the term Reward.
3. Write note on 360 Degree Appraisal.
4. What do you understand by MBO?
5. What is Profit Sharing?
6. Distinguish between Time wage system and Piece wage system.
7. What do you understand by Wage Incentive plans ?
8. Write note on Fringe benefits.
9. What do you understand by Perquisites?
10. Explain the term Fair wage.

SECTION – B

ANSWER ANY FIVE QUESTIONS

(5 X 8 =40)

11. Discuss the objectives of Performance Appraisal.
12. Explain the various types of Reward.
13. "Accurate appraisal of performance is very difficult". In the light of this statement discuss the problems in performance appraisal.
14. What are the factors affecting Wages?
15. Describe the essentials of a good wage incentive plan.
16. Explain the importance of fringe benefits or employee benefits and services as a component of wages and salaries.
17. Discuss the process of evaluating employee performance.

SECTION – C

ANSWER ANY TWO QUESTIONS

(2 X 20 =40)

18. Explain in brief the modern methods of performance appraisal. What are the weaknesses in these methods?
 19. Bring out the importance of Performance Appraisal.
 20. Explain the various individual incentive plans. What are the problems associated with wage incentives?
 21. What are the methods of wage payment? Examine their relative merits and demerits.
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