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Total Number of Pages: 02

Course: IMBA
Sub Code: 16IMN901C

9th Semester Regular Examination: 2024-25
SUBJECT: Performance Management System
BRANCH(S): IMBA
Time: 3 Hours
Max Marks: 100
Q.Code: R328

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions: (2 x 10)

- a) How recognition is an important incentive?
- b) How non-financial rewards have long term impact?
- c) What is the use of team bonuses?
- d) What do you mean by high performance culture?
- e) Write a short note on performance feedback.
- f) How MBO works?
- g) Differentiate between proactive and reactive performance management.
- h) What do you mean by organization performance assessment?
- i) How benchmarking works in performance management?
- j) What is the purpose of performance assessment for training department?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- a) Explain the prerequisites of performance assessment.
- b) How communications determine the success of performance management?
- c) Performance standards inevitable for success. Analyze.
- d) What are the performance indicators useful for sustainable organization?
- e) How competency management is helpful at all levels of an organization?
- f) Explain customized reward aligned with performance management.
- g) "Management of performance is more crucial and wide reach than assessment." Comment.
- h) "Balance score card method assesses the performance of an entire organization." Elaborate.
- i) How assessment center works?
- j) Potential appraisal is the basis of career development. Comment.

- k) Discuss the use of 360- and 720-degree feedback.
- l) Discuss how performance management helps both organization and employees to excel continuously.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3 Elucidate different individual and team pay for performance plans with suitable example. (16)
- Q4 How internal and external barriers affect performance management in an organization? Explain the measures to curb these barriers. (16)
- Q5 How potential mapping is done effectively? Discuss the benefits for individuals and organization. (16)
- Q6 Discuss the effective strategies of performance management in any service sector organization with a suitable example. (16)

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Course: IMBA
Sub Code: 16IMN902C

9th Semester Regular Examination 2024-25

Team Dynamics at Work

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: R253

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What do you mean by role conflict?
- Why diversity training is crucial?
- What is a team decision?
- What do you mean by action-oriented team?
- How team and group are different?
- Who determines the group norms?
- What do you mean by synergy?
- How individual attitude linked to team performance?
- Outline the importance of Nominal Group Technique.
- How a hybrid team works?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- Transparency and trust are crucial in team communication. Discuss.
- Explain the significance of functional teams with suitable examples.
- Why conflicts arise within a team and how those are managed?
- How social groups are different from teams in an organization?
- Elucidate competition and cooperation works in a team dynamic.
- What are the main causes of negative team dynamics?
- What is brain storming? Discuss the process and significance of brain storming.
- Explain the process of high-performance team development.
- Teamwork is influenced by many internal and external forces. Analyze.
- Success comes with dedicated and diverse teams. Comment.
- Explain different performance indicators of a team.
- Discuss the inventive rewarding strategy for the higher team accomplishment.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** What are the innovative training modes to develop team members? Explain how to keep pace with ICT in imparting training. (16)
- Q4** Team performance and reward system in an organization mutually connected. Critically analyze. (16)
- Q5** Discuss a leader's significance and role in crisis management. How leadership traits are significant? (16)
- Q6** What are the salient objectives of team dynamics? How different types of teams emerge and function in an organization? (16)

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Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN903C

9th Semester Regular/Back Examination: 2024-25
SUBJECT: Strategic Human Resource Management
BRANCH(S): IMBA
Time: 3 Hours
Max Marks: 100
Q.Code: R083

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What do you mean by Integrated HR Systems?
- Who are called as Parent-Country Nationals?
- What do you understand by Green Culture?
- Mention any two objectives of SHRM.
- What do you understand by Green Culture?
- Give two examples of strategic HR practices.
- How does SHRM contribute to competitive advantage?
- Why Alignment of HR Strategy with the Business Strategy is necessary?
- What do you mean by strategic fit?
- How does SHRM differ for multinational organizations compared to domestic ones?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- What are the various Components of Strategic HRM?
- What the various Approaches of Strategic Human Resource?
- How is Best Practice Approach different from Best Fit Approach?
- What are the various ways of improving business performance through strategic HRM?
- Define strategic performance management and its importance for achieving organizational objectives.
- Illustrate the importance of investment in training and development in SHRM.
- Discuss the current emerging issues in SHRM.
- Explain the various factors in selection of expatriates.
- Outline the various practices to linking HRM with Organizational Outcomes.
- What does a "resource based" SHRM Model of competitive advantage mean?
- Give contextual examples and explain HR Strategy in workforce utilization.
- Differentiate between multinational and transnational strategy strategic alliance.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** "Strategies are formulated by Advisors and executed by managers" are you in agreement with this? Analyze the above statement with suitable examples. (16)
- Q4** Evaluate the significance of expatriate management in global HR. Discuss the processes involved in expatriate selection, training, and repatriation. (16)
- Q5** Define high-performance work systems (HPWS) and their core components. How do HPWS contribute to organizational performance and employee satisfaction in a global context? (16)
- Q6** Discuss the evolution of global HRM and its significance in today's interconnected business environment. What trends are shaping the future of global HRM? (16)