**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR**

Semester : 9th Sem. IMBA
Batch : 2021-26
Subject : Performance Management System
Subject Code : 16IMN901C

Date : 08.09.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30

## Section- A

1. **Answer any four out of following questions.**                    [4 x 2 = 8]

    a) What is Performance Management System?                         [CO1]

    b) What is BARS?                                                  [CO1]

    c) Explain KPI &amp; KRA with example                            [CO2]

    d) What is Performance Review?                                   [CO1]

    e) Explain Horn Effect of performance biasness with example?     [CO2]

## Section-B

2. **Answer any two questions out of following**                     [2 x 6= 12]

    a) Explain the modern method of Performance Appraisal.           [CO1]

    b) "It's not just appraising; it's all about performing." Justify  [CO3]

    c) What is Self-Appraisal? Why it is important under Performance Management System?                                                     [CO2]

## Section-C

3. **Answer any one out of following questions.**                    [1 x 10= 10]

    a) Outline the various stages of Performance Management System?   [CO1]

    b) Explain the SMART goal and its relevance for PMS.             [CO2]

*All the Best*

**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR**

Semester : 9ᵗʰ Sem. IMBA
Batch : 2021-26
Subject : Team Dynamics at Work
Subject Code : 16IMN902C

Date : 10.09.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30

## Section- A

1.  **Answer any four out of following questions.**          [4 x 2 = 8]

a) Define a team. What is teamwork?          [CO1]

b) Give two reasons why organisation uses team?          [CO1]

c) What is Social Loafing?          [CO1]

d) List two characteristics of effective teams.          [CO1]

e) Mention the conditions for Team Success.          [CO3]

## Section-B

2.  **Answer any two questions out of following**          [2 x 6= 12]

a) Explain Tuckman's Stages of Group Development.          [CO3]

b) Distinguish between a group and a team with examples.          [CO1]

c) Explain different types of teams with examples.          [CO1]

## Section-C

3.  **Answer any one out of following questions.**          [1 x 10= 10]

a) "A team is more than the sum of its members" — justify with examples.
          [CO1]

b) Explain Team Norms. Mention the two types of Team Norms. What are the functions of Team Norms?          [CO3]

*All the Best*

**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR**

Semester : 9ᵗʰ Sem. IMBA
Batch : 2021-26
Subject : Strategic HRM
Subject Code : 16IMN903C

Date : 09.09.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30

## Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]

   a) Define Strategic Management. Why is it important? [CO1]

   b) Differentiate between HRM and SHRM. [CO1]

   c) State two benefits of aligning HRM with business strategy. [CO2]

   d) What are the main characteristics of SHRM? [CO1]

   e) What are the Investment perspectives in HR? [CO2]

## Section-B

2. **Answer any two questions out of following** [2 x 6= 12]

   a) Discuss the role of HRM in Strategic Management. Give examples. [CO2]

   b) Explain the importance and benefits of SHRM in today's organizations. [CO2]

   c) Describe the process of Strategic Performance Management. [CO3]

## Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]

   a) "Strategies are formulated by Advisors and executed by managers" are you in agreement with this? Please analyze the above statement with suitable examples. [CO1]

   b) Explain the concept of SHRM and its needs in today world. [CO2]

*All the Best*