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Total Number of Pages: 02

Course: MBA/MBAP/IMBA

Sub_Code: 18MBA304C/18PTMBA503C/16IMN901C

3rd/5th/9th Semester Regular/Back Examination: 2025-26

SUBJECT: Performance Management System

BRANCH(S): MBA, FM, GM, HRM, MBA(PT), IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: U142

Answer Question No.1 (Part-I) 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 performance counselling?
- State the relationship between potential appraisal and performance appraisal.
- Define EFQM.
- What is reward management?
- Differentiate between performance appraisal and performance management.
- What do you mean by performance reviews?
- State team-based reward system.
- What are the benefits of performance counselling?
- How mentoring is helpful for individual performance improvement?
- Outline an individual-based performance plan with an example.

Part-II

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

(6 x 8)

- Distinguish between performance appraisal and potential appraisal.
- Write the process for managing performance.
- Discuss the benefits of performance management.
- Explain the performance management strategies.
- What are the guidelines for defining performance measures?
- Explain in detail the application and outcome of Balanced Score card.
- Discuss plant-wide and corporate-wide plans for employee's performance improvement.
- What are the problems associated with performance appraisal process?
- Explain the criteria of performance measures.
- What are the implications of performance management?
- How do managers analyse performance problems?
- Discuss reward management, including its objectives and key components.

Part-III

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

- Q3 Explain in detail the performance Appraisal, its methods, and approaches. (16)
- Q4 Discuss the "Do only what you get paid for" syndrome. Explain linking performance management to the reward and compensation system. (16)
- Q5 Explain the existing performance management practices in Indian manufacturing organisations. (16)
- Q6 How can potential appraisal change the way we approach recruitment, selection, and performance appraisal? Explain with appropriate examples. (16)

258-29/11/2025--3

258-29/11/2025--3

258-29/11/2025--3

258-29/11/2025--3

258-29/11/2025--3

Registration No.:

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Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN902C

9th Semester Regular Examination: 2025-26

SUBJECT: Team Dynamics At Work

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: U070

Answer Question No.1 (Part-I), 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)

- Define team dynamics.
- Explain briefly the team's success.
- What are the characteristics of an effective team?
- Explain the concept of team communication.
- Define team building with a suitable example.
- What do you mean by cooperation and competition in teams?
- Explain "power and social influence" in teams.
- State two challenges faced by a team leader.
- What is virtual teamwork?
- Explain the meaning of evaluating and rewarding teams.

Part-II

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

(6 x 8)

- Discuss the purpose of teams and why organisations rely on them.
- Explain any six types of teams with examples.
- Describe the major steps involved in defining team success.
- Discuss the sources of conflict in teams and how it can be managed.
- Explain decision-making processes used in teams.
- Describe the role of a team leader in overcoming challenges.
- Explain the need for both cooperation and competition in terms of team performance.
- Explain group dynamics and their impact on team effectiveness.
- Discuss virtual teams and the skills required to work in them.
- Explain team training and its benefits for organisational success.
- Discuss team-organisational culture fit and its impact on team effectiveness.
- How do teams solve problems collectively? Explain with an example.

Part-III

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

- Q3** Discuss the characteristics, formation, and processes of effective teams. Explain with examples. (16)
- Q4** Examine the major issues faced by teams, including conflict, power, influence, and decision-making. How can leaders effectively handle these challenges? (16)
- Q5** Discuss the organisational context of teams. Explain team–organisational culture alignment, challenges of virtual teams, evaluating team performance, and rewarding teams. (16)
- Q6** Explain team building in detail. Discuss various team development models and tools for improving teamwork effectiveness. (16)

258-27/11/2025--2

258-27/11/2025--2

258-27/11/2025--2

258-27/11/2025--2

258-27/11/2025--2

Registration No.:

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Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN903C

9th Semester Regular Examination: 2025-26

SUBJECT: Strategic HRM

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code : U393

Answer Q1 (Part-I) 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)

- Define the nature of Strategic Human Resource Management
- How does SHRM differ from HRM?
- What is the investment perspective in HR?
- What does strategic capability mean?
- What is meant by core competency?
- Name any two objectives of SHRM.
- What is meant by Green Culture?
- Provide two examples of strategic HR practices.
- Why is it necessary to align HR strategy with business strategy?
- What is meant by strategic fit?

Part-II

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

(6 x 8)

- What are the different approaches to SHRM? Explain.
- Explain the framework of the Strategic HR Management process.
- How does the HRD function relate to an organization's strategy? Provide contextual examples.
- Differentiate between domestic HRM and international HRM.
- What is meant by a 'resource-based' SHRM model of competitive advantage?
- Explain the connections between HR, strategy, and business goals, with examples.
- What are the different components of Strategic HRM?
- How does the Best Practice Approach differ from the Best Fit Approach?
- What is strategic performance management, and why is it important for achieving organizational objectives?
- Explain the significance of investing in training and development in SHRM.
- Explain HR strategy in workforce utilization with contextual examples.
- Differentiate between a multinational strategy and a transnational strategy in strategic alliances.

Part-III

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

- Q3** What is the difference between human resource management and strategic human resource management? (16)
- Q4** What factors affect international Human Resource Management? Discuss each of them. (16)
- Q5** Do you agree with the statement, "Strategies are formulated by advisors and executed by managers"? Analyze this statement with appropriate examples. (16)
- Q6** What are high-performance work systems (HPWS) and their main components? How do HPWS enhance organizational performance and employee satisfaction in a global context? (16)

258-09/12/2025--2

258-09/12/2025--2

258-09/12/2025--2

258-09/12/2025--2

258-09/12/2025--2