



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3rd SEMESTER (BATCH 2018-20)

CLASS TEST – I

Performance Management System (18MBA-304C)

Total Marks : 15

Time: 1 Hour

I. Answer all the questions: [1x5=5]

1. Explain “Do only what you get paid for” syndrome?
2. What is gainsharing?
3. What does EFQM stand for?
4. What is confidential report?
5. What is 720 degree feedback?

II. Answer any two of the following. [2.5x2=5]

1. Discuss Balance Scorecard as a tool of Performance Appraisal.
2. What are the various types of pay for performance Plans?
3. Distinguish between Performance Appraisal and Potential Appraisal.

III. Long Questions (Any One) [5x1=5]

1. Discuss the various methods of Performance Appraisal.
2. Explain in detail the various obstacles faced in a performance appraisal process.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3rd SEMESTER (BATCH 2017-19)

CLASS TEST – I

Performance Management (MBA-307C)

Total Marks : 15

Time: 1 Hour

(Answer as per the instruction given in each question)

I. Answer all the questions:

[1x5=5]

1. What do you mean by potential appraisal?
2. What is KPI?
3. Distinguish between job evaluation and performance appraisal.
4. What are the reasons for introducing 360 degree appraisal?
5. How job analysis and performance appraisal are related to each other?

II. Short Notes (Any Two)

[2.5x2=5]

1. SMART Framework
2. Differentiate between performance appraisal and performance management
3. Phillip's model of potential appraisal

III. Long Questions (Any One)

[5x1=5]

1. What is performance management? Why has there been a move from performance appraisal to performance management. Explain the performance management process.
2. What performance appraisal? Explain the modern methods of performance appraisal.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3rd SEMESTER (BATCH 2016-18)

CLASS TEST – I

Performance Management (MBA-307C)

Total Marks : 15

Time: 1 Hour

(Answer as per the instruction given in each question)

I. Answer the following questions

[1x5=5]

1. What is central tendency?
2. What do you mean by halo effect?
3. Define potential appraisal.
4. What do you mean by performance management?
5. What is SMART Framework?

II. Write short notes on any two of the following :

[2.5x2=5]

1. EFQM
2. EVA
3. Types of Post Appraisal Interviews
4. Performance Management vs. Performance Appraisal

III. Answer any one of the following :

[5x1=5]

1. Define Performance Appraisal. Critically discuss the various methods of conducting the appraisal process.
2. What is Balanced Scorecard? Explain the four perspectives of Balanced Scorecard with appropriate example.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3rd SEMESTER (BATCH 2015-17)

CLASS TEST - I

Performance Management (MBA-307C)

Total Marks : 15

Time: 1 Hour

(Answer as per the instruction given in each question)

I. Fill in the blanks :

[0.5x10=5]

1. Performance management is a strategic and _____ process.
2. Performance management cycle covers plan, act, _____ and review.
3. _____ is a quantifiable measure which normally written in numbers, percentages, units and/or observable indicators.
4. Performance management is the process of identifying, evaluating, and _____ the work performance of employees in the organization.
5. Performance refers to the accomplishment of a given task measured against _____.
6. _____ method focused on certain critical behaviors of employee that makes all the difference in the performance.
7. In-basket exercise is a tool under _____ method.
8. _____ is systematic collection of performance data on an individual group, derived from a number of stakeholders.
9. Performance management is a flexible process, whereas performance appraisal is a _____ system.
10. _____ is a process of identifying the hidden talent of an employee.

II. Write short notes on any two of the following :

[2.5X2=5]

1. KPA and KRA
2. SMART Framework
3. EFQM
4. Phillip's model of potential appraisal

III. Answer any one of the following :

[5X1=5]

1. What is performance management? Why has there been a move from performance appraisal to performance management. Explain the performance management process.
2. What is Balanced Scorecard? Explain the four perspectives of Balanced Scorecard with appropriate example.



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3rd SEMESTER (BATCH 2014-16)

CLASS TEST - I

Performance Management (MBA-305C)

Total Marks : 15

Time: 1 Hour

(Answer as per the instruction given in each question)

I. Answer any five of the following : [5X1=5]

1. What do you mean by potential appraisal?
2. What is a post appraisal interview?
3. What is KPI?
4. Distinguish between job evaluation and performance appraisal.
5. What are the reasons for introducing 360 degree appraisal?
6. How job analysis and performance appraisal are related to each other?

II. Write short notes on any two of the following : [2.5X2=5]

1. KPA and KRA
2. SMART Framework
3. Differentiate between performance appraisal and performance management
4. Phillip's model of potential appraisal

III. Answer any one of the following : [5X1=5]

1. What is performance management? Why has there been a move from performance appraisal to performance management. Explain the performance management process.
2. What performance appraisal? Explain the modern methods of performance appraisal.