



# **BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES**

**3<sup>rd</sup> SEMESTER (BATCH 2018-20)**

## **CLASS TEST – II**

### **Performance Management System (18MBA-304C)**

**Total Marks : 15**

**Time: 1 Hour**

**I. Answer all the questions:**

**[1x5=5]**

1. What is KRA?
2. What do you mean by performance coaching?
3. What do you mean by core competency?
4. What is graphic rating scale?
5. List down two objectives of performance appraisal system.

**II. Answer any two of the following :**

**[2.5x2=5]**

1. What is MBO? Explain its process.
2. List down some common rating errors.
3. Discuss the importance of performance coaching and counselling for employees.

**III. Long Questions (Any One)**

**[5x1=5]**

1. Describe the performance appraisal system of a manufacturing organization taking example of NALCO.
2. Explain the use of potential appraisal in Philips India.

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# BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

**3<sup>rd</sup> SEMESTER (BATCH 2017-19)**

**CLASS TEST - II**

**Performance Management (MBA-307C)**

**Total Marks : 15**

**Time: 1 Hour**

*(Answer as per the instruction given in each question)*

**I. Briefly answer the following questions :**

**[1X5=5]**

1. Designing a reward strategy based on performance is the key to organizational success. Justify the statement briefly.
2. Distinguish between intrinsic and extrinsic reward.
3. Elaborate briefly “Do only what you get paid for” syndrome.
4. Difference between incentives and allowances.
5. How coaching is different from training?

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

**[2.5X2=5]**

1. Counselling and Coaching
2. Individual based pay
3. Types of gain sharing plan

**III. Answer any one of the following :**

**[5X1=5]**

1. Define and explain the concept of reward management. What are the major objectives and components of a reward system? What does group incentive mean? Give some examples.
2. What is employee counselling? What are the skills required for effective counselling? State few IT companies employee counselling program.

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# BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

**3<sup>rd</sup> SEMESTER (BATCH 2016-18)**

**CLASS TEST - II**

**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 coaching?
2. What is performance review?
3. Define the concept of reward management.
4. Outline objectives of performance analysis.
5. What do you mean by “Do only for what you get paid for” syndrome?

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

**[2.5X2=5]**

1. Difference between Counseling & Coaching
2. Components of Reward Management
3. Applications of Assessment Centre
4. Criteria for measuring performance

**III. Answer any one of the following :**

**[5X1=5]**

1. What is performance –based pay? State the reasons for introducing a contingent pay. Explain in detail the individual-based pay for performance plan.
2. How to obtain & analyze information for performance management?
3. Narrate the performance appraisal system in detail of Infosys.

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# BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3<sup>rd</sup> SEMESTER (BATCH 2015-17)

CLASS TEST - II

Performance Management (MBA-307C)

**Total Marks : 15**

**Time: 1 Hour**

*(Answer as per the instruction given in each question)*

**I. Answer all the following :**

**[5X1=5]**

1. What is role analysis? How is it different from competency mapping?
2. What do you understand by competency based performance pay?
3. What are the common uses of Assessment Centers?
4. . What is the difference between coaching and training?
5. Explain the syndrome “Do only what you get paid for”.

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

**[2.5X2=5]**

1. Different types of appraisal interviews
2. Dimensions of 720 degree feedback
3. RSDQ Model of 360-Degree Feedback

**III. Answer any one of the following :**

**[5X1=5]**

1. Define and explain the concept of total reward system. What are the components of a reward system?
2. What 360 degree feedback? Elaborate the sources of 360 degree feedback and explain how 720 degree feedback is superior to 360 degree feedback?



# BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3<sup>rd</sup> SEMESTER (BATCH 2014-16)

CLASS TEST – I I

Performance Management (MBA-305C)

**Total Marks : 15**

**Time: 1 Hour**

*(Answer as per the instruction given in each question)*

**I. Answer all the following :**

**[0.5X10=5]**

1. What is EVA?
2. What is competency mapping?
3. What are the components of reward management?
4. Explain intrinsic benefit with example.
5. Explain the syndrome “Do only what you get paid for”.
6. What is gainsharing plan?
7. What do you mean by ESOPs?
8. What is difference between coaching and training?
9. What is difference between feedback and performance counselling?
10. What is merit pay?

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

**[2.5X2=5]**

1. EFQM Model
2. Different types of appraisal interviews
3. Total Reward Strategy
4. Legal principles related to PM

**III. Answer any one of the following :**

**[5X1=5]**

1. What is performance-linked reward? Why has performance-based reward management attracted increased attention in the recent year?
2. What is the difference between performance counselling and coaching? Highlight the importance of counselling and coaching for employee performance.
3. Define and explain the concept of reward management. What are the components of a reward system?