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Total Number of Pages : 02

MBA / MBAP

18MBA304C / 18PTMBA503C

3rd & 5th Semester Regular / Back Examination: 2021-22

PERFORMANCE MANAGEMENT SYSTEM

BRANCH(S): BA, FM, GM, HRM, IB, MBA, MBA (M & F), MM / MBA(PT)

Time : 3 Hour

Max Marks : 100

Q.Code : OF556

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 × 10)

- Define Performance in your own words.
- Write two benefits of Performance Management.
- What do you understand by Performance Appraisal?
- Write the types of pay for Performance of the employees?
- Define Potential Appraisal.
- State two KPI of a HR Professional.
- What you mean by 'Do only, what you get paid for' syndrome.
- State what do you understand by Assessment Center?
- How does job description contribute to Performance Management?
- State two HR interventions to improve the Performance of the employees.

Part-II

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

- Is Performance Management essential for the Organization irrespective of size & nature? Explain.
- Distinguish between Potential Appraisal & Performance Appraisal.
- What is Balance Score Card? How is it useful for the Organization?
- What is the Performance Measurement criteria? Explain its importance.
- MBO is a systematic technique for Performance Appraisal. Justify it.
- Performance Appraisal fails due to Personal Biases some time. How to overcome this?
- Mention & brief the methods of Performance appraisal?
- Explain briefly the Performance Management process.
- Every organization and its employees need to perform. Do you agree? Justify with your view points.
- What is the need of Performance Counseling & coaching in the Organization? Whose role is this. Explain.
- As a HR mgr. what should be your strategies to improve the performance of the employees?
- State the concept of Performance Counseling & Coaching & explain its importance.

Part-III

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

(02×16)

- Q3** Define & explain:
a) BARS
b) EFQM

- Q4** Define the reward Management & Explain the process of it. What are the objectives of reward & it's different components? Suggest an ideal reward Management model for the organization.

- Q5** What are the different types of pay for Performance plan along with its advantages and disadvantage in each case?

- Q6** What is 360-degree Performance Appraisal method and why it is called 360 degrees only. Explain the concept of Self-Appraisal. Is 360 degree a preferred method of appraisal as compared to others? Share your views.