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**GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY, ODISHA, GUNUPUR
(GIET UNIVERSITY)**



B. B. A (Sixth Semester) Examinations, April 2025
21BBAHR36006 – Performance Management

Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**Q.1. Answer *ALL* questions

	CO #	Blooms Level
a. Analyse how the communication is affecting Performance management.	CO1	K2
b. Write 2 examples of organization using the performance management process.	CO1	K1
c. Outline the significance of Performance management system in the organization?	CO2	K1
d. Define SMART Approach.	CO2	K1
e. Analyse the difference between career goals and personal goals?	CO3	K1
f. Define the concept of Key Performance Indicator (KPI)?	CO3	K1
g. Analyse how the performance standards is helpful to appraise an Individual?	CO4	K2
h. Define the concept of Management by Objectives.	CO4	K1
i. Write the difference between paired comparison	CO5	K1
j. Write 2 examples of organization using the performance management process?	CO5	K1

PART – B**(8 x 5 = 40 Marks)**Answer ANY FIVE the questions

	Marks	CO #	Blooms Level
2.a. Explain the methodologies for an effective performance planning in the organization. (OR)	8	CO3	K3
b. State the significance of goal setting for individual level and for achieving the goal what are the steps to be taken by an individual?.	8	CO3	K2
3.a. Describe the different methods for effective employee performance measurement. (OR)	8	CO4	K2
b. Examine how the Vroom's expectancy theory increases motivation performance.	8	CO2	K4
4.a. Examine how goal-setting theory applies in the organization to improve the employee Productivity. (OR)	8	CO2	K4
b. Define performance standards and why it is needed for measuring employee Performance.	8	CO4	K2
5.a. Describe the Traditional methods to be used for measuring the performance of an Individual. (OR)	8	CO5	K2
b. Elucidate the process of Performance appraisal. (OR)	8	CO5	K2
6.a. Analyse the difference between Traditional vs Modern method of Performance appraisal. (OR)	8	CO5	K3
6.b. Analyse the factors affecting Performance management in this modern business world?	8	CO1	K3

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