

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



M.B.A. (Fourth Semester) Regular Examinations, May – 2025
23MBAHR24031 – Performance Management System
(MBA)

Time: 3 hrs

Maximum: 60 Marks

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

PART – A**(2 x 5 = 10 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. Analyse how performance monitoring helps to develop the career of an employee.	CO5	K3
b. Identify the benefits of annual stocktaking in performance management.	CO6	K2
c. Analyse the difference between key performance area (KPA) vs key result area (KRA).	CO3	K2
d. State the purpose of Goal setting theory.	CO2	K2
e. Analyse the difference between pair comparison vs man to man comparison with an example	CO4	K3

PART – B**(10 x 5 = 50 Marks)**Answer **all the** questions

	Marks	CO #	Blooms Level
2. a. Explain different types of performance appraisal errors	5	CO4	K2
b. Outline the major components of a performance audit	5	CO5	K2
OR			
c. Analyse the ethical issues in performance management.	10	CO6	K3
3. a. Explain the process of performance management.	5	CO3	K2
b. Explain the stages of the performance audit process.	5	CO5	K2
OR			
c. Analyse why the organisation needs a structured performance management system.	10	CO2	K3
4. a. Analyse how the annual stocktaking is helpful for HR to manage performance	5	CO6	K3
b. Explain a conceptual model of a performance management system.	5	CO2	K3
OR			
c. Discuss the challenges of performance management faced by the business.	10	CO1	K3
5. a. Write a note on Management by objectives (MBO)	5	CO4	K2
b. Analyse the relationship between performance management and HR functions	5	CO1	K4
OR			
c. Explain modern methods utilised by the organisation to measure individual performance.	10	CO4	K2
6. a. Analyse the role of HR professionals in performance management.	5	CO1	K3
b. Discuss different types of performance management systems.	5	CO2	K2
OR			
c. Around 1,300 employees of “X” organization will resign from the company following a routine bi-annual performance appraisal. The employees being asked to leave will constitute around one per cent of the total staff, numbering	10	CO4	K4

over 1,30,000, said a spokesperson for the company. Their leaving the company is not part of any cost-cutting exercise designed to cope with the economic slowdown, she said. “X” organization’s bi-annual performance appraisal throws up underperformers who are given special training, but if they are not up to the mark in the next appraisal, they are asked to leave. Last year, the company had asked 500 employees to leave following such an appraisal. Analysts held that although the staff cut was for under-performance, in times of slowdown, companies might come up with more stringent standards for performance. “X” organization’s current utilisation rate (the proportion of staff working on projects) is 75 per cent, said the spokesperson. This does not mean that 25 per cent are benched, for the rest consist of administrative and other staff who are not directly on projects, she said.

Discuss the key techniques of performance appraisal.

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