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Total Number of Pages: 01

**MBA**  
**MGT405C**

**4<sup>th</sup> Semester Back Examination – 2016-17**

**PERFORMANCE MANAGEMENT(PM)**

**BRANCH(S): MBA**

**Time: 3 Hours**

**Max marks: 70**

**Q.CODE:Z767**

**Answer Question No.1 which is compulsory and any five from the rest.  
The figures in the right hand margin indicate marks.**

- Q1 **Answer briefly the following questions:** (2 x 10)
- a) What is Leniency error?
  - b) What is 360 degree feedback?
  - c) Differentiate performance appraisal and potential appraisal.
  - d) What is balance score card?
  - e) Outline the guidelines for performance measure.
  - f) Outline the benefits of performance appraisal?
  - g) What is BARS?
  - h) Outline the obstacles in performance appraisal.
  - i) What is performance review?
  - j) What is HR audit?
- Q2 What is performance appraisal? Discuss the methods of performance appraisal. (10)
- Q3 Describe the process, implication and principles of performance management. (10)
- Q4 Discuss the legal principles affecting performance management. (10)
- Q5 Explain how can the performance be improved (10)
- Q6 Discuss the types of pay for performance plans. (10)
- Q7 Explain the concepts, principles and skills of performance counseling and coaching. (10)
- Q8 **Write short notes(any Two):** (5 x 2)
- a) Potential Appraisal
  - b) Assessment centre
  - c) Exit interview