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Total number of printed pages – 2

MBA  
MGT 405C

Fourth Semester Regular Examination – 2015

**PERFORMANCE MANAGEMENT (PM)**

**BRANCH : MBAR**

**QUESTION CODE : J 395**

**Full Marks – 70**

**Time : 3 Hours**

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



1. Answer the following questions :

2 × 10

- What is the scope of Performance Management ?
- State four implications for the Management of Performance.
- Why is Performance Management important ?
- What are the issues involved in Performance Management ?
- Why is agreement between objectives and performance standards required ?
- What individuals can do to solve performance problems ?
- Why is evaluation of performance management necessary ?
- List the areas of concerns of performance management.
- What do you mean by KOLB learning cycle ?
- Define role-specific competences.

2. How does performance management benefit organization, managers and individuals of well-run performance management processes ? Elaborates. 10

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3. "Performance-Management process can play an important part in making business profitable". Discuss in the light of various aspects which need to be considered. 10
4. What is management-by-objectives(MBO) ? Explain the dynamic nature of the system as it is evident in the management-by-objective cycle. 10
5. How does performance management work ? Discuss the sequence of processes carried out in performance management cycle. 10
6. How is 360-degree feedback defined ? Discuss various uses of 360-degree feedback. 10
7. Elaborate on Performance Management in manufacturing sector with special reference to NALCO. 10
8. What is Reward Management ? State various objectives of Reward Management. How does Performance Management link to reward and compensation system. 10



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