

Registration No :

--	--	--	--	--	--	--	--	--	--

Total Number of Pages : 01

MBA  
15MNG307C

3<sup>rd</sup> Semester Regular/Back Examination 2018-19  
PERFORMANCE MANAGEMENT (PM)

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : E581

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 Short Answer Type Questions (Answer All-10) (2 x 10)

- Define reward.
- Explain "Do only what you get paid for" Syndrome?
- What do you mean by performance coaching?
- What is Potential appraisal?
- What do you mean by competency gap?
- Define KPA?
- State the limitation of EFQM Model.
- What is confidential report?
- What is 360 degree performance appraisal?
- What is core competency?

Part- II

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

- Describe in detail the features of performance appraisal.
- "Linking pay to performance" is an emerging concept. Explain.
- Discuss balanced scorecard as a tool of performance appraisal .
- Explain the process of performance appraisal.
- Distinguish between performance appraisal and potential appraisal.
- Discuss the obstacles faced in the performance appraisal process.
- Define high performance team .write the procedure for building high performance teams in the organizations.
- What are the merits and demerits of critical incident method?
- Reflect upon the trends of compensation management in India.
- Discuss the role of performance monitoring in improving the employees performance.
- What are the essentials of a good appraisal system?
- Explain the steps in designing performance metrics in an IT company.

Part-III

Q3 Long Answer Type Questions (Answer Any Two out of Four) (16)

Why do different organization have different performance management system, although the principles of performance management is same everywhere?

Q4 Explain in detail the organization's role in facilitating employee 's performance. (16)

Q5 Discuss the methods of performance appraisal. (16)

Q6 Describe the performance appraisal system of a manufacturing organization taking example of NALCO. (16)