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Total Number of Pages : 01

MBA
15MNG402C

4th Semester Regular / Back Examination 2018-19

PERFORMANCE MANAGEMENT

BRANCH : MBA

Max Marks : 100

Time : 3 Hours

Q.CODE : F187

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

- What are the purpose of Performance Appraisal ?
- Why should the employer pay incentives to his employees ?
- What are the objectives of Assessment Centres?
- Why should post appraisal interview be conducted?
- What is Potential Appraisal?
- What are BARS?
- Write what is Performance Counseling?
- State the meaning of Productivity?
- What is performance-related pay?
- Explain the reward system?

Part- II

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

- Explain the process involved in 360 degree feedback .
- Performance appraisal may be plagued by rating errors. Elaborate the statement.
- Do you agree that a systematic performance appraisal convert employees into better employees ? Explain with your argument .
- What are the six dimensions on which performance is assessed ?
- What is MBO ? Discuss its nature .
- Explain the concept of tell and listen form of post appraisal interview.
- Discuss the performance matrix used in organisations .
- Analyse the roles of a manager to make performance appraisal effective .
- Explain the detail measures of Balance-score cards leading to higher performance .
- State the process of Job Evaluation .
- Write about the Non-Financial rewards .
- What are the guidelines for effective performance counseling ?

Part-III

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

Discuss the challenges with respect to performance management?

Q4 Describe the techniques of performance appraisal in an organisation. (16)

Q5 Explain the different types of pay for performance plans along with its advantages and disadvantages. (16)

Q6 a) Discuss the performance analysis quadrant. (8)
b) Strategies for improving performance (8)