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Total Number of Pages : 01

MBA
15MNG307C

3rd Semester Back Examination 2019-20
PERFORMANCE MANAGEMENT (PM)

BRANCH : MBA

Max Marks : 100

Time : 3 Hours

Q.CODE : HB953

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)**
- a) State any two benefits of Performance Management and Performance Appraisal.
 - b) Signify the syndrome "Do only for what you get paid for".
 - c) What are Assessment Centres?
 - d) Differentiate between coaching and counseling.
 - e) Explain the 720 degree feedback.
 - f) What is meant by competitive advantage?
 - g) Outline the characteristics of competency mapping.
 - h) What do you mean by Contingent Pay?
 - i) Define Job Evaluation.
 - j) What is the objective of performance review meetings?

Part- II

- Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)**
- a) Write the different dimensions of measuring performance.
 - b) Explain the Philips Model of Potential Appraisal.
 - c) What solutions you would suggest to solve the Performance Appraisal problems?
 - d) How do you overcome the problems associated with performance reviews?
 - e) Describe the different process to measures Team Performance.
 - f) State the different advantages of computerized job evaluation.
 - g) Write the principles of Performance Counseling.
 - h) What are the different challenges of Reward management?
 - i) Discuss organizational and individual performance measures in detail.
 - j) List the items that are included in financial rewards and explain each item briefly.
 - k) What are the objectives of performance linked reward systems?
 - l) Give some suggestions to for minimizing legal issues in performance management.

Part-III

- Q3 Only Long Answer Type Questions (Answer Any Two out of Four) (16)**
Explain the plant-wide and corporate-wide pay for performance plans.
- Q4 (16)**
Explain the importance of compensation structure for the employees with proper example. Explain the different methods of job evaluation and suggest the most suitable method for managing a motivated workforce in a competitive environment.
- Q5 (16)**
Enumerate the different methods of Performance Appraisal methods in detail.
- Q6 Write short notes :**
- a) Primary and Recency Effect (8)
 - b) Smart goals in the context of MBO (8)