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Total Number of Pages : 01

**MBA  
MGT405C**

**4<sup>th</sup> Semester Back Examination 2017-18**

**PERFORMANCE MANAGEMENT (PM)**

**BRANCH : MBA**

**Time : 3 Hours**

**Max Marks : 70**

**Q.CODE : C403**

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

- Q1. Answer the following questions: (2 x 10)**
- a) What does the syndrome "*Do only what you get paid for*" signify?
  - b) How Performance appraisal is different from potential appraisal?
  - c) What do you mean by KOLB learning cycle?
  - d) List the areas of concern of performance management.
  - e) What are performance metrics?
  - f) What are the SMART goals in the context of MBO?
  - g) Is performance related pay a guaranteed motivator?
  - h) What is performance counseling?
  - i) What is individual based performance plan?
  - j) How performance can be a source of change?
- Q2. Organisations where performance appraisal is merely a ritual, do you think those organisations can survive the test of time? How would you achieve an effective performance appraisal? (10)**
- Q3. What are the six dimensions on which performance is being assessed? Critically analyze the challenges of performance management system. (10)**
- Q4. What is Reward management? State various objectives of reward management? How does performance management link to reward and compensation system. (10)**
- Q5. Why performance appraisal in organisations often end up being a dreaded dialogue? (10)**
- Q6. The balance score card focuses on the measures that drive the employee performance. Discuss (10)**
- Q7. Elucidate some legal principles affecting performance management. (10)**
- Q8. Write short notes on : (any TWO) (2x5)**
- a) Principles and skills of coaching
  - b) MBO
  - c) Assessment Centres