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Roll No.

18DD2017

M. B. A. EXAMINATION, May 2019

(Fourth Semester)

(C. Scheme) (Main Only)

MBA

HRM10C

PERFORMANCE MANAGEMENT SYSTEMS

Time : 3 Hours]

[Maximum Marks : 75

Before answering the question-paper candidates should ensure that they have been supplied to correct and complete question-paper. No complaint, in this regard, will be entertained after the examination.

Note : Attempt *Five* questions in all, selecting at least *one* question from each Unit. All questions carry equal marks.

(4-20/16) **M-18DD2017**

P.T.O.

Unit I

1. Define Performance Management. How is it different from Performance Appraisal ? Discuss some of the major objectives/purposes behind performance management function.
2. State the key benefits of performance management. Figure out the most prominently used determinants of job performance.

Unit II

3. Define Competency and Competency Mapping. What are the practical usage of this concept in HR Management ? Throw light on widely used methods for competency mapping.
4. Define Performance Planning. Describe the various methods which help in performance planning. Also mention some of the barriers which hampers effective performance planning.

Unit III

5. Examine the most relevant and widely used methods of appraising and managing the performance of employees. Briefly mention their suitability, pros and cons also.

6. Describe the major elements of sound and effective appraisal system. Identify some of the problems which hampers the process of giving fair rating by a boss to a subordinate.

Unit IV

7. Define Performance Counselling. Discuss its dynamics as well as the kind of role it plays in effective performance management.
8. How ethics has its implications in performance management ? Evaluate the various principles of ethical performance management.