

Roll No.

56044

**M.B.A. 2 Year 3rd Sem. (N.S.)
Batch 2011-2013**

Examination–December, 2014

Performance Management

Paper-MBA-305

Time : 3 hours

Max. Marks : 80

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

Note : Attempt all questions from section 'A' carrying two marks each and four questions from section 'B' selecting at least one question from each
Section 'B' carry 16 marks each.

Section-A

1. Write short notes on the following statements. Answer should not exceed more than 50 words.

56044-1350-(P-4)(Q-9)(14)

(1)

[Turn Over

- (a) Potential management
- (b) Strategic performance planning
- (c) Process of feedback system
- (d) Performance measurement instruments
- (e) Performance standards
- (f) 360 degree performance
- (g) Balance score card
- (h) Performance management systems

Section-B

Unit-I

2. Define the concepts "performance and potential management". How do these contribute to organizational excellence ?
3. Explain with examples the linkage of performance management and strategic planning.

Unit-II

4. How would you manage competencies of employees in an organization ? How behavioural skills help in improving competencies ? Explain.
5. Write a detailed note on performance review and its process.

Unit-III

6. Discuss the objectives of designing and implementing performance management standard in organizational context.
7. What are the various legal requirements encountered by an organization while implementing performance management.

Unit-IV

8. What do you understand by training ? How it help employee's performance at workplace ?

9. Do you think that counselling and coaching are necessary elements to improve the performance of an organization ? If yes, explain how ?
