

7. Define performance objectives of performance planning and various methods used. Explain the [16]

**Unit**

8. Write a detailed note on balance score card, its uses and objectives. [16]

9. 360 degree feedback system has become a preferred tool for supervisors for gathering information on performance. Comment. [16]

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Roll No. ....

**56044**

**M.B.A. 2 Year 3rd Semester  
(N.S.) Batch 2011-13**

**Examination-December, 2015**

**Performance Management**

**Paper-MBA-305**

**Time : 3 hours**

**Max. Marks : 80**

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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.

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**Note :** Section-A contains eight short answer type questions of two marks each and is **compulsory**. From Section-B, attempt **four** questions, selecting **one** question from each unit. All questions carry equal marks.

**Section -A**

1. Explain the following terms :
- (a) Potential management
  - (b) Principles of performance management
  - (c) Management competencies
  - (d) Performance issues
  - (e) Legal requirements of PMS
  - (f) Capability requirements
  - (g) Coaching
  - (h) Importance of training in performance management

**Section -B**

2. Define strategic performance. Explain the contribution of strategic planning in organizational success. [16]

3. Distinguish between performance management and performance appraisal. Discuss the dangers of poorly implemented PMS.

**Unit-II**

4. Discuss various performance dimensions. Explain the competencies approach to measuring performance. Why is this approach used less? [16]
5. Explain the process of conducting performance review. How it helps in ensuring organisational growth and development. [16]

**Unit-III**

6. A performance management system should be fair and acceptable. Comment on the statement with your views. [16]