

Roll No.

12044

**MBA 2 Year 3rd Semester (CBCS)
Examination – December, 2019**

PERFORMANCE MANAGEMENT

Paper : 17IMG23GH1

Time : Three Hours]

[Maximum 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 examination.

Note : Section A contains *eight* short answer type questions of *two* marks each. All the questions are *compulsory*. Section B attempt *four* questions in all, selecting *one* question from each Unit. All questions carry equal marks.

SECTION – A

1. Describe the following :

- (a) Performance Linkages
- (b) Legal Requirements
- (c) Potential Management
- (d) Performance Reviews
- (e) Appraisal

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- (f) Capacity
- (g) Performance Planning
- (h) Feedback

SECTION – B

UNIT – I

2. Define performance management. Explain its strategic importance. Explain the essence of performance management for an organization.
3. Discuss the process of performance management in detail. What are the principles of the PM ?

UNIT – II

4. Define the concept of measuring of performance. Discuss how competencies of an employee can be managed effectively ?
5. Define review. How performance review can be conducted ? Why it is needed to timely review the performance of an employee ?

UNIT – III

6. Elaborate the process of implementing the PMS in an organization. Discuss the scope and nature of PMS.
7. Define the term automation. Discuss how performance management system can be automated and why it is needed ?

UNIT – IV

8. Discuss the term organizational performance. How it can be managed ? How individual performance affects the organizational performance ?
9. Define pay. How pay structure affects the functioning of PMS in an organization ? Why good pay structure is always needed to enhance the performance of an employee ?