

FACULTY OF MANAGEMENT

M.B.A. IV – Semester (CBCS) Examination, October 2020

Subject: Performance Management

Paper – MB – 404 – 3 (HRM)

Time: 2 Hours

Max. Marks: 80

PART – A

Note: Answer any four questions.

(4x5=20 Marks)

- 1 Key Performance Areas
- 2 Casual Matrix
- 3 Corporate Performance Management
- 4 Competencies and Resources
- 5 Sears' Model for Organizational Performance Improvement

PART – B

Note: Answer any four questions.

(4x15=60 Marks)

- 6 Define Performance Management System. How can we develop PMS? How PMS is linked with organizational strategies.
- 7 Discuss various approaches for measuring the performance of employees.
- 8 Explain various methods of Performance Appraisal.
- 9 What is Performance Analysis? How it can be done? Also explain how to improve the performance of employees.
- 10 Describe the Performance Shaping Factors. How to use them effectively to improve the employee performance?
- 11 Discuss the impact of performance management on line managers and employees. Give examples.
- 12 "Competency is linked to performance planning" – Comment.
- 13 Explain the following:
 - i) McBer Generic Managerial Competency Model, and
 - ii) Competency Causal Flow Model.
- 14 Write a detailed note on Performance Measurement Pyramid.
- 15 Elaborate Mager and Pipes Trouble Shooting Model. Discuss its importance in performance management.
