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Roll No.

Total Pages : 2

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**MBA Examination (UNDER CBS)
PERFORMANCE MANAGEMENT (MBA-H215)**

Time : 3 Hours]

[Max. Marks : 60

Instructions :

It is compulsory to answer the questions of Part-1. Limit your answers within 20-40 words in this part. Answer any four questions from Part-2 in detail. Different parts of the same question are to be attempted adjacent to each other.

PART-1

1. Explain the following :

- (a) Performance planning (2)
- (b) Scope of performance management (2)
- (c) KRA (2)
- (d) KPI (2)
- (e) 360 degree feedback (2)
- (f) Simple ranking performance appraisal method (2)
- (g) Forced choice method of performance appraisal (2)
- (h) Performance feedback (2)
- (i) Smart goals for employee performance (2)
- (j) Potential assessment (2)

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[P.T.O.]

PART-2

2. What is the need of effective performance management system? Differentiate between Performance management and potential management? (10)
3. Explain performance management process in detail. (10)
4. 'Performance Appraisal is beneficial for employees as well as organization.' Explain. What are the desirable characteristics/features of appraisal forms used for gathering performance related information for appraisal? (10)
5. What is competency mapping? What are the various purposes for which competency mapping may be used? Explain various steps in developing competency based selection system. (10)
6. Write short notes on the following :
 - (a) Performance counselling. (5)
 - (b) Performance rewards Vs Performance punishment. (5)
7. (a) Explain interactive goal setting process. (5)
(b) Explain paired comparison method of performance appraisal. (5)