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THIRD SEMESTER M.B.A. DEGREE (REGULAR/SUPPLEMENTARY) EXAMINATION, JANUARY 2022

M.B.A.

BUS 3EH 02—PERFORMANCE MANAGEMENT

(2016 Scheme)

Time: Three Hours

Maximum: 36 Weightage

Part A

Answer the following questions. Each question carries 1 weightage.

- 1. What is performance benchmarking?
- 2. Define self-appraisal.
- 3. What is performance monitoring?
- 4. What is variable pay?
- 5. Define Mentoring.
- 6. What is task orientation?

 $(6 \times 1 = 6 \text{ weightage})$

Part B

Answer any **four** of the following. Each question carries 3 weightage.

- 7. Elaborate on the major features of performance management.
- 8. Explain the process of performance appraisal.
- 9. Explain business system analysis.
- 10. Discuss the various criteria involved in evaluating performance of top level managers.

Turn over

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- 11. List out the essentials to building a performance based organization culture.
- 12. Explain how time management helps in performance management.

 $(4 \times 3 = 12 \text{ weightage})$

Part C

Answer any **three** of the following. Each question carries 4 weightage.

- 13. Discuss the benefits of effective performance management system.
- 14. Elaborate on the various methods of competency mapping.
- 15. Outline the advantages and pitfalls of 360-degree performance appraisal.
- 16. Explain the implications of performance linked reward system.
- 17. Explain the process of setting SMART goals.

 $(3 \times 4 = 12 \text{ weightage})$

Part D

Compulsory Question.

6 weightage.

18. Amit is the CEO of ANR solutions. He wants to develop a high-performance team for his software development section, which have 250 employees. You are hired as the management consultant for this purpose. Prepare a draft plan for creating a high-performance organization, emphasizing on the various theories you have learned in performance management.

 $(1 \times 6 = 6 \text{ weightage})$