

C 32838

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Name.....

Reg. No.....

**THIRD SEMESTER M.B.A. DEGREE EXAMINATION, DECEMBER 2017**

(CUCSS)

Human Resource Management

**BUS 3E H 02 – PERFORMANCE MANAGEMENT**

(2013 Admissions)

Time : Three Hours

Maximum : 36 Weightage

**Part A**

*Answer all the questions.*

*Each question carries 1 weightage.*

1. What is Performance Management Cycle?
2. Explain the concept of performance objectives.
3. What do you mean by 'Critical Performance Elements'?
4. Define BARS.
5. What is Probationary Review?
6. What is Competency Mapping?

(6 × 1 = 6 weightage)

**Part B**

*Answer any six questions.*

*Each question carries 3 weightage.*

7. Explain the process of identifying the core competencies.
8. What are the important characteristics of performance standards?
9. What is performance planning? How it is carried out in organisations?
10. Discuss effectiveness of MBO in performance appraisal.
11. Discuss the criteria for evaluating the performance of top level managers.
12. What are the benefits of performance-based compensation?
13. What methodology do organization follow for effective team performance management?
14. Define key performance indicators. How key performance indicators are developed?

(6 × 3 = 18 weightage)

**Turn over**

**Part C**

*Answer any two questions.*

*Each question carries 6 weightage.*

15. Explain the process of performance management and analyse the role of a manager in making the process effective.
16. Define Performance Appraisal. Briefly state its importance and objectives. What are the steps you would like to follow for appraising the performance of a managerial employee?
17. Discuss the concept of performance review. Explain how the performance review process can develop employees.

(2 × 6 = 12 weightage)