

D 12363

(Pages : 2)

Name.....

Reg. No.....

**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 × 1 = 6 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

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

(4 × 3 = 12 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 × 4 = 12 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 × 6 = 6 weightage)