

D 33220

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Name.....

Reg. No.....

**THIRD SEMESTER M.B.A. DEGREE (2016 SCHEME) EXAMINATION  
JANUARY 2023**

(CUCSS)

M.B.A.

BUS 3EH 02—PERFORMANCE MANAGEMENT

Time : Three Hours

Maximum : 36 Weightage

**Part A**

*Answer the following questions.  
Each question carries 1 weightage.*

1. Define performance management.
2. What are allowances ?
3. What is performance execution ?
4. Define training.
5. Define feedback management.
6. What is a group incentive scheme ?

(6 × 1 = 6 weightage)

**Part B**

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

7. Elaborate on the major advantages of having a performance management system.
8. Explain how effective managerial communication is critical in performance management.
9. Discuss the process of setting SMART goals.
10. Explain the various methods of coaching.
11. Explain the characteristics of a good reward system.
12. Explain the individual competencies required for effective organizational performance.

(4 × 3 = 12 weightage)

**Part C**

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

13. Discuss how the performance standards are set in an organization.
14. Elaborate on the various performance appraisal methods

**Turn over**

15. Discuss the role of effective leadership in performance management.
16. Explain the various criteria for evaluating performance of middle level managers.
17. Explain how the organizational learning supports performance.

(3 × 4 = 12 weightage)

**Part D**

*Compulsory Question.  
6 weightage.*

18. Aditya is now heading XCV Pvt Ltd, a pipe manufacturing company at Kochi. The company has 300 employees. Aditya is a management graduate and wants to enhance the organizational performance. He believes employee motivation is the critical success factor. Suggest him any two motivation theories, which he can apply in the organization so that the performance is enhance.

(1 × 6 = 6 weightage)