

**M.A. DEGREE EXAMINATION, APRIL 2019**  
**I Year II Semester**  
**Performance Management**

**Time : 3 Hours**

**Max.marks :75**

**Section A** ( $10 \times 2 = 20$ ) Marks

Answer any **TEN** questions

1. Performance Management
2. Career Development
3. Selection
4. Job Analysis
5. Compensation
6. Participative Decision Making
7. Work Environment
8. Feedback
9. Proactiveness
10. Goal Setting
11. HR Planning
12. Rater Bias

**Section B** ( $5 \times 5 = 25$ ) Marks

Answer any **FIVE** questions

13. Explain the Dimensions of Performance Management.
14. Briefly describe the features of Performance Ratings.
15. Enumerate the Objectives and Need of Performance Appraisal.
16. Explain different types of teams.
17. Discuss the traditional practises of Performance Management System in India.
18. Explain the factors affecting the appraisal system Implementation.
19. Discuss the role of a HR Manager in Performance Management.

**Section C** ( $3 \times 10 = 30$ ) Marks**PART - A - Case Study - Compulsory Question**

20. Paradise Bank is a Nationalised Bank and has operations spread all over India. The employees are satisfied a lot as they feel that the management is fair in terms of compensation. The Chief HR Manager always made it a point to see that the appraisal system being implemented enjoyed the confidence and support of the employees. Hence there was always a feedback session after the appraisal process was over. PLN Bank had a high turnover of employees. Even though its compensation packages were similar to those at Paradise Bank, the employees were not happy. The Bank HR Manager Paresh was worried.... Comment the case.

**PART - B**

Answer any **TWO** questions

21. Enumerate the Components of Performance Requirement Planning.
22. Do you agree that, Performance Appraisal is Subjective and Unreliable? Justify your Answer.
23. Discuss various reasons for poor performance of employees.
24. Explain various Performance Appraisal Methods along with its Pros & Cons.

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