

**SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)**

**(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.**

**M.A. END SEMESTER EXAMINATIONS APRIL - 2022**

**SEMESTER - II**

**20PHRCT2005 - Performance Management**

**Total Duration : 3 Hrs.**

**Total Marks : 60**

**Section A**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Explain the Significance of Performance Management in detail.
2. State the Goal Setting Theories.
3. Explain the determinants of job performance.
4. What is performance management systems and enlist its objectives?
5. Enumerate the competency development matrix.
6. Explain the essentials of an effective performance appraisal system.
7. Discuss the role of mentoring in career development.
8. Explain the Purpose and Challenges of team Performance Management.

**Section B**

**Part A**

Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. "Managing performance of employees is easier said than done". Is it true?  
Discuss the Challenged in realizing performance management in reality.
10. The reward is a psychological phenomenon. Substantiate this statement.
11. Explain and suggest the need for performance management in Indian organisations.
12. Design and explain the conceptual performance management model.

**Part B**

Compulsory question ( $1 \times 10 = 10$  Marks)

13. Describe the role of mentoring and coaching.

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