

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 NOVEMBER - 2022

SEMESTER - II

20PHRCT2005 - Performance Management

Total Duration : 2 Hrs 30 Mins.

Total Marks : 60

Section A

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

1. Define Performance Management and describe the dangers of poorly implemented Performance systems.
2. Explain the characteristics of an ideal Performance Management systems.
3. Classify the approaches to measuring performance.
4. Describe the objectives of conducting staff appraisals.
5. Explain the Performance appraisal process.
6. Elucidate 360 degree feed back as developmental tool.
7. Write short notes on Halo effect and Stereotyping.
8. Justify the uses of technology in performance management.

Section B

Part A

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

9. Explain the aim and role of Performance Management systems.
10. Classify the determinants of performance.
11. Explain the classification of appraisal tools and problems in performance appraisal.
12. Define Reward system and conclude the various types of reward system.

Part B

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

13. Explain in detail the performance management skills for effective performance management.

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