

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.(HRM) END SEMESTER EXAMINATIONS APRIL - 2023

SEMESTER - II

20PHRCT2005 - Performance Management

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

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

1. Identify the basic difference between performance management and performance appraisal.
2. Cite the causes of poor performance among employees.
3. Classify the reward types and its suitability in different business scenarios.
4. Explain the role of technology in the performance management process.
5. Examine the balanced scorecard approach in the context of performance management.
6. Analyse the impact of a poorly designed performance management system.
7. Classify the appraisal tools used by managers.
8. Evaluate the process of management by objective (MBO) and analyse its linkage to performance management.

Section C

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

9. Interpret the importance of performance management system in a business organisation.
10. Discuss the steps in performance appraisal process.
11. Predict the types of biases that are applied in a performance appraisal.
12. Critically analyse the role of mentoring in career development.

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

13. Career management is the responsibility of both the individual employee and the organisation – Justify this statement.
