

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 NOVEMBER - 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. Explain the purpose served by a performance management system in an organisation.
2. Identify and explain the performance management process.
3. Examine the Biases in the Performance Appraisal.
4. Dissect 360° performance assessment.
5. Summarize the causes for poor performance.
6. Analyse the objectives of Performance appraisal.
7. Examine Performance management Skills.
8. Distinguish between coaching and mentoring.

### **Section C**

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

9. Explain the historical development of performance management systems in organisations.
10. Classify the different approaches to measuring performance. According to you, which method is effective in appraising performance.
11. Examine how the manager and appraisee should prepare for a performance review meeting.
12. Evaluate the positive and negative features of 360° appraisal system. Discuss the factors that affect the efficacy of appraisals.

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

13. Prepare an action plan for conducting a performance review meeting be conducted.

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