

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 - NOV'2024

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. Define Performance Management. Explain the key components of Performance Management.
2. Elaborate the steps involved in your performance appraisal cycle.
3. What specific metrics do you include in your balanced scorecard to measure success?
4. How does 360 degree feedback enhance employee development?
5. What are the different types of reward system?
6. Elucidate the best practice for conducting performance review meetings.
7. How can managers measure the effectiveness of coaching session?
8. Explain the steps involved in implementing a new performance appraisal system.

### **Section C**

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

9. How can low performance ratings negatively impact an employee's self-esteem and overall motivation?
10. How frequently should appraisals be conducted for optimal results?
11. How do you analyse root causes of poor performance management within your organisation?
12. Explain the disadvantages in performance appraisal.

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

13. In what ways can employee feedback be integrated into personal development plans.

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