



**NAVVRACHANA
UNIVERSITY**
a UGC recognized University

School: School of Business and Law
Program: MBA
Year: 2nd **Semester:** 3rd
Examination: End Semester Examination
Examination year: December - 2021

Course Code: MG 223 **Course Name:** Performance Management
Date: 01/12/2021
Time: 08:30 am to 10:30 am

Total Marks: 40
Total Pages: 2

Instructions:

- Write each answer on a new page.
- Use of a calculator is permitted.
- Draw all relevant waveforms in answer sheet only.
- * COs=Course Outcome mapping. # BTL=Bloom's Taxonomy Level mapping

Q. No.	Details	Marks	COs*	BTL#
Q. I	Define the following terms: 1. Performance Management 2. The contrast error 3. Performance Matrix 4. Amiable style of coaching 5. Severity	5	co1, co2, co3, co4, co5, co6	1,2,3
Q. II	Answer the following questions (Attempt any five) (each carries 3 marks) 1. Explain the characteristics of an ideal performance management system. 2. Discuss the different components of strategic performance management. 3. Discuss performance mentoring and its types. 4. Discuss the traditional culture of an organization as an issue while selecting a contingency pay plan. 5. Discuss the legal principles affecting performance management. 6. What is performance planning? Also discuss development and contents of a performance plan. 7. Define coaching. Also discuss the process of coaching.	15	co1, co2, co3, co4, co5, co6	1,2,3
Q. III	Answer the following questions (each carries 5 marks) 1. Consider yourself as an HR manager of ABC Pvt. Ltd. You are responsible for giving yearly appraisal to each individual employee of your organization. On what basis you give appraisal to each individual employee and what components	10	co2, co3, co5, co6	1,2,3

	<p>you will add to the appraisal form. Answer this with the Proforma of the Appraisal Form.</p> <p style="text-align: center;">OR</p> <p>1. Discuss different approaches to measuring the employee's performance.</p> <p>2. What is performance monitoring. Discuss its components.</p> <p style="text-align: center;">OR</p> <p>2. Define Team. Discuss types of team in details.</p>			
Q. IV	<p>Being a project head, you need to give rate to each team members for their performance. Being a rater, you will be given training so errors can be omitted. As a head, how will you give choices to raters in selecting training program to be implemented.</p> <p style="text-align: center;">OR</p> <p>It is very important to attract, develop and retain each employee in the organization. Being a HR manager of an MNC, how will you link and perform the all HR functions simultaneously managing individual employee's performance.</p>	10	co1, co4, co6	1,2,3

*****End of Question Paper*****