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Reg. No. :

Name :

Third Semester M.A.H.R.M. Degree Examination, February 2019
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admn. Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(10×2=20 Marks)**

1. Explain the role of performance management.
2. Distinguish performance appraisal and performance management.
3. How is job description linked to performance management ?
4. Why is self-appraisal important ?
5. What are KPAs ?
6. Distinguish performance planning and targets.
7. Where are 360 degree appraisals appropriate ?
8. How is management control and employee motivation balanced ?
9. What is frame of reference training ?
10. How can stereotyping errors eliminated systematically ?

PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks. **(5×5=25 Marks)**

11. What are the line and staff roles of performance management ?
12. How is benchmarking linked to performance management ?



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13. Link training and performance management systems.
14. "Career management and performance management are related". Comment.
15. Comment on standard performance as an important component of performance management.
16. How is performance management specific to an IT firm and a manufacturing firm ?
17. Comment on the link between generic systems (such as ISO) and performance management.
18. What are the minimum requirements of a well-designed performance management system ?

PART – III

Answer **any two** questions. **Each** answer **not** to exceed **200** words. **All** questions carry **equal** marks. **(2×15=30 Marks)**

19. Describe job evaluation and its link to reward and performance management.
 20. "Performance is linked, but by itself is inadequate to indicate future performance". Comment.
 21. Describe the three levels at which performance management can be applied and the challenges at each level.
 22. Detail BARS with adequate illustrations.
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