



Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2016
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admission)**

Time : 3 Hours

Max. Marks : 75

PART – I

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

1. Define performance management.
2. Write a note on Organizational Behaviour and Organizational Performance.
3. Write a note on individual incentive.
4. Briefly explain the social learning theory and its linkage to performance management.
5. Write a note on goal setting and feedback in Management by Objectives.
6. 360 degree appraisal is likely to be less subjective than a 90 degree appraisal. Comment.
7. Write a note on critical incident method.
8. Write a note on reliability and validity of appraisal tools.
9. What is the relation between reward and performance ?
10. Distinguish performance evaluation and job evaluation.



PART – II

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

11. Link time study and performance appraisal.
12. What is the importance of standard performance ?
13. A good performance management system shall incorporate a provision of review. Comment.
14. What is the performance management strategy for an employee who is able but unwilling ?
15. A good performance management system will be based on sound principles of employee learning. Comment.
16. What would you suggest as Key Result Areas (KRAs) for the Branch Manager of a retail bank ?
17. What are the challenges for performance management in a large organization ?
18. What is the role of the HR Manager and the line Manager in performance management ?

PART – III

Answer **any two**. Each answer **not** to exceed **1200** words. **All** questions carry **equal** marks. **(2×15=30 Marks)**

19. Comment on the ethics of performance appraisal.
 20. Develop a performance management system for Medical interns.
 21. How can we ensure objectivity in performance management ?
 22. Explain HR Score Card as a performance management tool.
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