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B – 4276

Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2017
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admission Onwards)**

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. Distinguish performance management and performance appraisal.
2. Write a note on Organizational Performance.
3. Write a note on group incentive.
4. Briefly explain the goal setting theory and its linkage to performance management.
5. Write a note on management by objectives.
6. Write a note on 360 degree appraisal.
7. Write a note on behaviourally anchored rating scale.
8. Write a note on reliability of appraisal tools.
9. What is the relation between reward management and performance management ?
10. Distinguish performance and potential appraisal.

P.T.O.



PART -II

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

11. Distinguish job evaluation and performance evaluation.
12. Link performance appraisal and training need identification.
13. A good performance management system shall incorporate a provision for counselling. Comment.
14. Distinguish performance counselling and mentoring.
15. A good performance management system will be based on sound HRD principles. Comment.
16. What would you suggest as Key Result Areas (KRAs) for the Managing Director of KSRTC ?
17. What is the justification for a reviewer above the level of the appraiser for performance management in a large organization ?
18. What are the perceptual errors to be guarded against in a performance appraisal view ?

PART - III

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

19. Write on the ethics of forced ranking.
 20. Develop a performance management system for post graduate level teachers of Management institutes.
 21. What are the measures to avoid bias in performance management systems ?
 22. Explain Balanced score card as a performance management tool.
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