**Loyola College of Social Sciences, Thiruvananthapuram**

MA Human Resource Management – Third Semester

 *Continuous Assessment Test – I*

Time: 3 hrs ***Performance Management and Employee Counselling*** Max. Marks: 75

***Course objectives:***

*CO1: To determine the various constituents of performance and its importance on organisations.*

*CO2: To illustrate the various aspects of performance management facilitating HRM*

*CO3: To recognize traditional and modern methods of performance appraisal.*

*CO4: To summarize the different schools of counseling and its practice in performance management.*

*CO5: To design and develop an ideal performance appraisal system*

***Answer the following questions.***

1. (A) Describe performance? Differentiate performance appraisal from performance management.(CO4)

 **OR**

(B) Compare different functions and approaches to performance management (CO4) (5 \*1=5marks)

1. (A) Illustrate performance management cycle?

(CO3)

**OR**

(B) Summarize competency mapping process. What are the advantages and disadvantages of it? (CO3). (10\*1=10 marks)

1. (A) Explain individual and organizational performance? Explain need for mentoring and coaching

(CO1)

 **OR**

 (B) Explain strategic performance management by rewarding performance (CO1)

 (15 \*1=15marks)

1. (A) Design an appropriate PAS for a five year old startup employing 100 employees?

(CO5)

  **OR**

 (B) Write short notes on the following in less than 100 words each (a) PCMM (b) CMMI (c) Performance feedback (d) Pablo (e) KRAs (CO5)

. (15\*1=15 marks)

1. Design an ideal PAS for a software development company employing 130 employees: (CO2)

**OR**

 (B) Critically compare and contrast any five traditional and modern performance appraisal tools. (CO2)

(15 \*1=15marks)