

Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree Examination,
January 2020**

HRM 2.3.3: PERFORMANCE MANAGEMENT

(2014 to 2017 Admission)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should not exceed **50** words. All questions carry equal marks.

1. Discuss the characteristics of an ideal performance management system.
2. Explain briefly the concept of job analysis.
3. Highlight the significance of performance appraisal for the career growth of employees.
4. Explain the relevance of PCMM in an organization.
5. Explain the concept of performance linked reward system.
6. What is Performance Communication?
7. What is BARS? Explain its merits.
8. What is MBO?
9. Explain the concept of ethics in performance management.
10. Performance counseling is the heart of the performance management system. Do you agree?

(10 × 2 = 20 Marks)

P.T.O.



PART – II

Answer any **five** questions. Answer should not exceed **500** words.

11. Discuss the performance management system practices of an organization known to you.
12. Explain the different aspects to be considered for efficient and effective performance of individuals, teams and organizations.
13. What do you mean by Performance Management? Discuss its scope and benefits?
14. What is performance appraisal? Explain the process of performance appraisal.
15. What do you mean by 360 - degree appraisal? What are the relative merits of 360 - degree appraisal?
16. Explain the objectives of measuring performance. What are the critical things to be kept in mind while measuring performance?
17. Explain in detail the concept of Competency Mapping and discuss its merits.
18. "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance" - Discuss.

(5 × 5 = 25 Marks)

PART - III

Answer any **two** questions. Answer should not exceed **1200** words.

19. PCMM is a maturity framework that focuses on continuously improving the management and development of the human assets of an organization- Discuss.
20. Explain the traditional and modern methods of performance appraisal.
21. What are the various performance measurement approaches? Explain them in detail?
22. Explain the concept of Balance score card. How can you use Balance score card for an effective performance management?

(2 × 15 = 30 Marks)

