

Code: 9E00306c

MBA III Semester Supplementary Examinations September/October 2014

PERFORMANCE MANAGEMENT

(For students admitted in 2010, 2011 and 2012 only)

Time: 3 hours

Max Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 (a) Define performance management.
(b) Explain the major advantages of an ideal performance management system.
- 2 (a) What is group mentoring?
(b) Explain the role of mentoring in performance management.
- 3 (a) Write about performance review.
(b) Explain the major principles to be followed while conducting performance review.
- 4 (a) What are the various coaching styles?
(b) Explain the process of counseling.
(c) Write the qualities of a good counselor?
- 5 (a) What is balance score card?
(b) Explain the advantages of balance score card method of appraisal over the other methods of appraisals.
- 6 (a) What is potential appraisal?
(b) Explain the significance of potential appraisal.
- 7 (a) What is learning organization?
(b) Explain the characteristics of a learning organization.
- 8 (a) What is performance based pay?
(b) Discuss the various reward strategies for improving the performance of an employee.
