

Code: 9E00306c

MBA III Semester Regular & Supplementary Examinations January 2015

PERFORMANCE MANAGEMENT
(For students admitted in 2011, 2012 & 2013 only)

Time: 3 hours

Max. Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 (a) Discuss the differences between performance management and performance appraisal.
(b) Explain the process of performance management.
- 2 (a) What is performance planning?
(b) Explain the performance planning process with special reference to IT industry.
- 3 (a) How frequently performance reviews are to be conducted?
(b) Explain the major problems in the conduct of performance review.
- 4 Explain the various measures that are to be taken for the improvement of an employee performance.
- 5 (a) What is assessment centre?
(b) Explain the advantages and disadvantages of assessment centre method of performance appraisal.
- 6 Explain the role of potential appraisal in employee reward and recognition.
- 7 (a) What is learning?
(b) Explain the significance of high performance teams in today's business environment.
- 8 (a) Discuss the various traditional and contingent pay plans.
(b) State the reasons for introducing pay plans.
