

Code No. 12764

FACULTY OF MANAGEMENT**BBA V – Semester (CBCS) Examination, November / December****2019 Subject: Performance Appraisal and Counselling****Course No. BB – 507****Elective – II (HRM)****Time: 3 Hours****Max. Marks: 80****Note: Answer all the questions.****PART – A (5x4 = 20 Marks)****[Short Answer Type]**

- 1 Answer any five of the following in not exceeding 20 lines.
 - a) What are the Components of Performance Appraisal?
 - b) What is merit rating?
 - c) Employer perspective of performance appraisal
 - d) What is performance diagnosis?
 - e) Benefits of employee counseling
 - f) What is 360 degree appraisal?
 - g) What is performance planning?
 - h) Psychological Appraisals.

PART – B (5x12 = 60 Marks)**[Essay Answer Type]****Note: Answer all the questions using the internal choice.**

- 2 a) Define performance appraisal. Explain the objectives and benefits of performance appraisal.
OR
b) Briefly explain various systems of performance appraisal.
- 3 a) Explain the concept and philosophy of performance management with examples.
OR
b) How do you develop an effective appraisal program? Explain.
- 4 a) Explain the barriers to effective appraisal system. How to overcome those barriers?
OR
b) What is performance appraisal interview? Explain various interview techniques.
- 5 a) What is performance diagnosis? Explain the factors influencing performance in an organization.
OR
b) Identify the sources of ineffective performance in an educational institution.
- 6 a) Explain the role of manager in counseling and also discuss the main functions of counseling.
OR
b) Explain various types of counseling with examples.
