

R17**Code No: 743AE****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, December - 2019****PERFORMANCE MANAGEMENT SYSTEMS****Time: 3hours****Max.Marks:75****Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

PART - A**5 × 5 Marks = 25**

- 1.a) Explain the objectives of performance appraisal. [5]
- b) What corrective measures are needed if performance is deviated? Explain. [5]
- c) Explain the role of performance management framework. [5]
- d) Discuss the reasons for choosing contingency plan. [5]
- e) Write short notes on Benchmarking? [5]

PART - B**5 × 10 Marks = 50**

2. Discuss the nature and scope of performance management. [10]
- OR**
3. Define performance management. Explain the steps involved in performance management process. [10]
4. Write short notes on
 - a) Job Description
 - b) Types of Metrics[5+5]
- OR**
5. What are critical success factors? Explain how they affect the performance of employees. [10]
6. Discuss in detail the role of HR Professionals in performance management. [10]
- OR**
7. Discuss the various techniques to assess the employee performance. [10]
8. What is contingency pay plan? Explain the various problems associated with contingency pay plan. [10]
- OR**
9. Discuss how legal principles affect performance management. [10]
10. Explain how coaching helps in performance improvement. [10]
- OR**
11. Write short notes on
 - a) High Performance Work Teams
 - b) Competency Mapping[5+5]

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