

R17

Code No: 743AE

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA III Semester Examinations, April/May-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. Answer the following:
 - a) Performance Planning [5]
 - b) Job Description in standardization of work [5]
 - c) Modes of Employee Development [5]
 - d) Broad Banding [5]
 - e) Balance Score Card [5]

PART - B**5 × 10 Marks = 50**

2. Define the term 'Performance Management' and explain its scope and advantages. [10]
- OR**
3. Write briefly about:
 - a) Performance Management Strategic Planning.
 - b) Performance Mentoring [5+5]
4. What do you mean by Metrics? Explain different types of Metrics. [10]
- OR**
5. Discuss the measurement approaches for measuring performance results and behaviours. [10]
6. Write briefly about:
 - a) Performance Management Framework
 - b) Employee Assessment System [5+5]
- OR**
7. Explain the role of HR manager in performance management. [10]
8. Explain the legal principles affecting performance management. [10]
- OR**
9. What do you mean by 'Contingent Pay Plan'? Explain the steps involved in selecting a contingent pay plan. [10]
10. What are high performance work teams? Explain the steps to be followed in building them. [10]
- OR**
11. Discuss about the reward practices being followed by World-class business units. [10]

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