

R15**Code No: 723AK****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, January-2018****PERFORMANCE MANAGEMENT****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) Make a note on objectives of a performance management system. [5]
- b) Brief on different measurements of performance management. [5]
- c) Make a short note on performance management skills. [5]
- d) State the different modes of managing team performance. [5]
- e) Brief on the steps involved in competency mapping. [5]

PART - B**5 × 10 marks = 50**

2. Discuss different ways that organizations can reward employees, describe five possible rewards that employees can receive, and describe when an organization should use that reward? [10]

OR

3. Explain the importance of performance management planning and how the performance management planning linked to strategic planning? [10]
4. What are various criteria for performance measures and discuss a behavior approach to measuring performance including the identification and assessment of competencies. [10]

OR

5. Discuss the role of Appraisal Forms, Characteristics of Appraisal Forms in gathering performance Information and brief on Appraisal Form by a Grocery Retailer for performance evaluation. [10]
6. Explain in detail about 360 Degree performance appraisal, and the advantages and the risks of implementing a 360-degree feedback system for improving performance. [10]

OR

7. Discuss the time, situational and activity constraints involved in observing and documenting an employee's progress towards the achievement of development goals. [10]

8. Explain the reasons for the popularity of contingent pay plans and describe how contingent pay plans can help improve employee motivation and performance. [10]

OR

9. What type of evidence employees need to provide to prove illegal discrimination, and what type of evidence employers need to provide to prove lack of illegal discrimination. [10]

10. What is the importance of Balanced Score Card in Performance Management? Discuss the balance scorecard process and its key principles. [10]

OR

11. Discuss the levels of benchmarking and mention the different approaches to benchmarking. [10]

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