

**R15**

Code No: 723AK

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**MBA III Semester Examinations, June/July-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) What are the characteristics of Performance Management. [5]
- b) What are the implications for addressing performance related problems? [5]
- c) Explain steps in 'coaching process'. [5]
- d) What are the reasons for introducing contingent pay plans? [5]
- e) Enumerate the uses of job analysis in human resource management. [5]

PART - B**5 × 10 Marks = 50**

2. Explain the concept of a 'mission statement' and describe the essential components of a good mission statement. [10]

OR

3. What are the important prerequisites needed before a performance management system is implemented? [10]

4. Explain how to deal with potential disagreements involved with different sources evaluating the performance of the same employee? [10]

OR

5. What are employees' and supervisors' key roles and responsibilities in implementing the performance management system? [10]

6. What are the various purposes that are served with performance review meetings and also discuss the various types of meetings that can be conducted? [10]

OR

7. Describe the importance and benefits of including a developmental plan as part of the performance management system. [10]

8. What are the various types of teams and how different types of teams require different types of performance measurements? [10]

OR

9. Describe how contingent pay plans can help to improve employee motivation and performance. [10]

10. Define benchmarking. Explain in detail what happens if the organization does not meet its benchmarks. [10]

OR

11. What is Six Sigma? Discuss in detail how Six Sigma can be applied to human resources. [10]

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