

**R15****Code No: 723AK****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, December - 2019****PERFORMANCE MANAGEMENT****Time: 3 hours****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) Distinguish between time rate reward system and piece rate reward system. [5]
- b) How do you measure employee behavior in an organization? [5]
- c) How do you understand an employee's potential for development? [5]
- d) What is meant by 'team spirit' at work place? [5]
- e) What do you understand by job analysis? [5]

**PART - B****5 × 10 Marks = 50**

2. Describe in detail the importance of reward systems in an organization. [10]
- OR**
3. How does strategic planning contribute for improvement of employees' performance in Indian public sector organizations? [10]
4. What is performance? How do you choose a performance measurement approach? [10]

**OR**

5. Performance standards cannot accurately be determined for managerial jobs. Explain the reasons. [10]
6. What constitute performance management skills on the part of a coach in sports organization? [10]
- OR**
7. What kind of difficulties you are likely to encounter in the implementation of 360 degree feedback system in a software organization known to you? [10]

8. What are the legal issues related to the implementation of reward systems? [10]

**OR**

9. Explain team performance management methods followed at Duka University Health Systems. [10]

- 10.a) What do you understand by competency mapping? [5+5]
- b) What is the significance of Bench marking? [5+5]

**OR**

11. Explain in detail the incentive schemes implemented in BHEL. Do you offer any suggestions for improving them? [10]

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