

R15
Code No: 723AK
JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD
MBA III Semester Examinations, December - 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. Explain the following:
 - a) Performance Linked Pay [5]
 - b) Appraisal Form [5]
 - c) Personal Development Plans [5]
 - d) Hay Guide Chart Profile Method [5]
 - e) Six Sigma [5]

PART - B
5 × 10 marks = 50

2. Define the term 'Performance Management'. Explain different types of Reward System related to Performance Management. [10]
- OR**
- 3.a) What are the features of the system implemented at Network Solutions that correspond to what was described in the chapter as ideal characteristics?
- b) Discuss in detail about Performance Management Strategic Planning. [5+5]
- 4.a) Discuss different Methods of Measuring Behaviour.
- b) How do you determine Overall Ratings? [5+5]
- OR**
5. Explain Ongoing Monitoring and Evaluation process with suitable examples. [10]
- 6.a) "Performance Management leads Employee Development". Discuss.
- b) What could Ridge have done to implement the 360-Degree feedback system more successfully? [5+5]
- OR**
- 7.a) Explain the Frame Work for Successive Coaching.
- b) Give suggestions for Enhancing Feed Back. [5+5]
8. Discuss the ongoing performance management based on four principles of Duke University Health systems (DUHS). [10]
- OR**
- 9.a) What is the Laws Affecting Performance Management?
- b) What are the challenges of Team Performance Management? [5+5]
- 10.a) Discuss the Project of 'Way of Life' at BHEL.
- b) Explain competency mapping. [5+5]
- OR**
- 11.a) Explain Balance Score Card in detail.
- b) Explain how Pygmalion Effect influences Employee Behaviour. [5+5]