

**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]