

**Subject Code: MB947/R09**

**M B A - IV Semester Regular/Supply Examinations, Nov - 2014**

**PERFORMANCE MANAGEMENT**

**Time: 3 hours**

**Max Marks: 60**

**Answer any FIVE of the following**

**All questions carry equal marks. Q.No.8 is compulsory**

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1. Define the scope of performance management. What are the foundations for the evolution of performance management?
2. Discuss the importance of performance management planning. How is performance management planning linked to strategic planning?
3. What are the major functions of performance management system? Explain in detail about the Performance management cycle
4. What is the importance of Balanced Score Card in Performance management? Explain in detail about 360 Degree performance appraisal.
5. Explain about the process of Performance monitoring with suitable examples. What are the concepts and skills of performance monitoring?
6. What are the various steps in implementing an effective performance appraisal system?
7. How to bring about operational change through performance management? Discuss the role of HR manager as leader in bringing about that change.
8. **Case Study:**

Pratham Cements is a 25 – year – old company that has been following the traditional methods of performance appraisal. But with the changing business environment, the CEO, felt that the company should change its performance appraisal system. The Company's employee strength was 5000 plus and implementing an appraisal system that catered to employees across different areas was not a simple task. The company held its monthly review meetings at which all the departmental heads discuss their current problems and future strategies. These meetings provided a forum for the managers in various departments to interact.

