

FACULTY OF MANAGEMENT**M.B.A. IV – Semester (CBCS) Examination, May / June 2018****Subject: Performance Management****Paper – MB – 404 (HRM)
(Elective – III – HRM)****Time: 3 Hours****Max.Marks: 80****Note: Answer all the questions from Part-A and Part-B.****Each question carries 4 marks in Part-A and 12 marks in Part-B.****PART – A (5x4 = 20 Marks)****[Short Answer Type]**

- 1 Concept of performance management
- 2 Casual matrix
- 3 EFQM
- 4 Call back pay
- 5 CIPD

PART – B (5x12 = 60 Marks)**[Essay Answer Type]**

- 6 a) Discuss about steps in performance planning.
OR
b) Explain about behavioural approach to performance management.
- 7 a) Write a note on psychometric tests.
OR
b) State some measures to improve performance of employees.
- 8 a) Give an overview on process of bench marking.
OR
b) State the objectives of performance management pathway analysis.
- 9 a) Explain about framework of human capital.
OR
b) Discuss about competence related pay models.
- 10 a) Briefly explain about RCN models of performance management.
OR
b) Examine the Sears model for organizational performance.
