

Code No: MB163C/R16

MBA III Semester Regular/Supplementary Examinations, Nov/Dec-2019

PERFORMANCE MANAGEMENT

Time: 3 Hours

Max. Marks: 60

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | Examine the historical developments in performance management. | 6M |
| b | Explain the concept and phases of performance management. | 6M |
| 2. a | Discuss the relationship between strategic management and performance management? | 6M |
| b | What are the barriers to performance planning? | 6M |
| 3. a | Explain the objectives and functions of performance management | 6M |
| b | What are the contemporary issues in performance management system? | 6M |
| 4. a | Discuss the process of performance monitoring. | 6M |
| b | Write about coaching and counseling of performance monitoring. | 6M |
| 5. a | What are the different types of performance teams? | 6M |
| b | Explain the role of leadership in performance management. | 6M |
| 6. a | Write about the electronic performance management system. | 6M |
| b | Discuss the different methods of competency methods. | 6M |
| 7. a | Explain the different forms of performance appraisal. | 6M |
| b | What are characteristics of performance management? | 6M |

8. **CASE STUDY** 12M

Harshini is employed as a software engineer in Intel Solutions Ltd. She serves high profile corporate clients. She has a compensation package of Rs. 20 Lakhs per annum (on cost to the company basis). She is also entitled for soft housing and conveyance loans. She is well received in her team and recognized as a good performer in the organization.

Discuss:

- i. What will be the appropriate performance strategy that can enhance her performance levels?
- ii. Which type of motivational un-fulfillment can cause her performance to fall?
- iii. How will appraise her in view of subordinate perspective?
