

MASTER OF BUSINESS ADMINISTRATION (C.B.C.S.) (2016 COURSE)

M.B.A. Sem - IV : WINTER : 2021

SUBJECT: PERFORMANCE MANAGEMENT SYSTEM

Day : Tuesday
Date : 01-02-2022

W-15468-2021

Time : 02:00 PM-05:00 PM
Max. Marks: 60

N.B.:

- 1) Attempt any **THREE** question from Section-I and any **TWO** questions from section-II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answer to the both the sections should be written in **SAME** answer book.

SECTION-I

- Q.1** State the need and importance of performance management in today's industrial context. **(10)**
- Q.2** What is 360⁰ performance Appraisal? Explain its merits and demerits. **(10)**
- Q.3** Explain in detail the process involved in the performance management system. **(10)**
- Q.4** Discuss various ethical issues encountered in performance management. **(10)**
- Q.5** Write short notes on ANY TWO: **(10)**
- a) Mid-cycle Review Process
 - b) Job Evaluation
 - c) High Performance Teams

SECTION-II

- Q.6** What are the challenges of linking performance and reward in the service sector organization scenario? **(15)**
- Q.7** Develop a performance management system for sales representatives of a large scale FMCG company and discuss the methods used by you. **(15)**
- Q.8** Discuss as to how one can link between existing performance management system and achievement of set organizational goals? **(15)**

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