

MASTER OF BUSINESS ADMINISTRATION (CBCS - 2020 COURSE)
M.B.A Sem-IV : WINTER- 2022
SUBJECT : COMPETENCY MAPPING & PERFORMANCE MANAGEMENT

Day : Monday

Time : 10:00 AM-12:00 PM

Date : 19-12-2022

W-22823-2022

Max. Marks : 50

N.B.

- 1) Attempt **ANY THREE** questions from Section – I.
 - 2) Attempt **ANY TWO** questions from Section – II.
 - 3) Figures to the **RIGHT** indicate **FULL** marks.
 - 4) Answers to both the sections should be written in the **SAME** answer book.
-

SECTION – I

- Q.1** Define the scope of performance management. What are the foundations for the evaluation of performance management? (10)
- Q.2** Discuss in detail any two methods of performance appraisal. (10)
- Q.3** Explain the concept of competency mapping with its scope, significance and techniques of competency mapping. (10)
- Q.4** How performance management is linked with other functions of HR? (10)
- Q.5** Write short notes on **ANY TWO** of the following: (10)
- a) Ethics in Performance Management
 - b) Challenges in Performance Management
 - c) Importance of documentation in performance appraisal

SECTION – II

- Q.6** Design a performance planning process for your organisation. (Make suitable assumptions). (10)
- Q.7** Prepare a report on importance and benefit of balanced score card and 360⁰ performance appraisal system for your organisation. (10)
- Q.8** Develop a set of critical incidents covering the production department performance of Trainee Engineers in your organisation and write a note on how to measure performance and to manage behaviour of these engineers. (10)
