DECEMBER 2022 **P/ID 77950/RMBR3**

Time : Three hours Maximum : 80 marks

SECTION A — (10 × 2 = 20 marks)

Answer any TEN questions in 50 words each.

1. What is Performance Management?
2. Define Competency.
3. What do you mean by Declarative Knowledge?
4. Define Performance Evaluation.
5. Define Employee Engagement.
6. How does coaching improve performance?
7. What is goal setting theory?
8. Define Performance Analysis.
9. How Recency affects Performance Reviews?
10. What is Self Evaluation?
11. Give examples for Non Monetary Reward.
12. Write a brief note on Inter-working Team.

SECTION B — (5 × 6 = 30 marks)

Answer any FIVE questions in 250 words each.

13. Bring out the Importance of Performance Management System.

14. Examine the Role of Performance Management in Talent Management.

15. Examine the Impact of Motivation on Employee Performance.

16. Describe the Process of Performance Planning.

17. Show the Significance of Performance Review.

18. Explain the Steps to flatten the Rater Biases in Performance Ratings.

19. Examine the Factors to be considered while rewarding Team performance.

SECTION C — (3 × 10 = 30 marks)

Answer any THREE questions in 500 words each.

20. Expound the Elements of Performance Management System.

21. Illustrate the Performance Management Tools that increases Productivity.

22. Evaluate Management by Objectives as a Performance Analysis Tool.

23. Elucidate the Rating Errors to be avoided during Performance Review.

24. Describe the factors affecting the Implementation of Performance Management System.