DECEMBER 2023 **P/ID 77950/RMBR3**

Time : Three hours Maximum : 80 marks

PART A — (10 × 2 = 20 marks)

Answer any TEN questions in 50 words each.

1. What is Competency Analysis?

2. Write a brief note on Potential Appraisal.

3. Define Performance Counselling.

4. List any two dimensions of Performance Management.

5. What is Management by Objectives?

6. Write short note on Performance Standard.

7. Define Performance Planning.

8. What do you mean by Performance Ratings?

9. Identify the Halo Effect of the Rater in Performance Appraisal.

10. Write a note on 360-Degree Feedback.

11. Define Reward Management.

12. Write short note on Informal Teams.

PART B — (5 × 6 = 30 marks)

Answer any FIVE questions in 250 words each.

13. Examine the role of Performance Management in Organisations.

14. State the functions of Performance Management System.

15. Classify the approaches in measuring Performance.

16. Interpret the objectives of Performance Analysis.

17. Inspect the components of Goal Setting Theory.

18. Elaborate the process of Performance Review.

19. Discuss the challenges in Team Performance Management.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions in 500 words each.

20. Describe the features and characteristics of an Ideal Performance System.

21. Explain the determinants of Employee Job Performance.

22. Illustrate the process of Performance Analysis with a neat Sketch.

23. Examine the role of Mentoring and Coaching in Performance Review.

24. Explain the methods of rewarding Team Performance.

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