MAY 2022 **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 Performance Monitoring?

2. Write a brief note on Continuous Feedback.

3. Define Motivation.

4. What is Employee Engagement?

5. What do you mean by Goal-setting?

6. Define Mentoring.

7. Write short note on Performance Analysis.

8. Define Performance Planning.

9. What is Halo Effect?

10. Define Rater Bias.

11. Write short note on Troubleshooting Team.

12. State the purpose of providing Team Financial Incentives.

PART B — (5 × 6 = 30 marks)

Answer any FIVE questions in 250 words each.

13. Describe the History of Performance Management.

14. Outline the Characteristics of an ideal Performance Management System.

15. Mention the Determinants of Performance.

16. State the Objectives of Performance Planning

17. Evaluate the major Criteria to assess the Performance of Employees

18. Explain the Types of Rating Errors in Performance Review Systems

19. Mention the Pitfalls in Performance Management System Implementation.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions in 500 words each.

20. Discuss the role of Performance Management in Organisations.

21. Evaluate the Approaches of Performance Measurement.

22. Illustrate the Components of Performance Planning.

23. Elaborate the Process of Performance Review.

24. Discuss the Challenges in Team Performance Management.

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