MAY 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. Define Performance Management.
2. What is Balanced Scorecard?
3. Write a brief note on Employee Engagement.
4. What is the purpose of a Performance Improvement Plan?
5. Define Coaching.
6. Write short note on Performance Criteria.
7. What is Performance Analysis?
8. Inspect the need of Performance Review.
9. Define Performance Appraisal.
10. What do you mean by Rater Bias?
11. How do Rewards affect Employee Performance?
12. Write a brief note on Self-Managed Team.

PART B — (5 × 6 = 30 marks)

Answer any FIVE questions in 250 words each.

13. Mention the dimensions of Performance Management.

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

15. Bring Out the Determinants of Performance.

16. Describe the components of Performance Planning.

17. Inspect the Factors affecting Performance Appraisals in an Organisation.

18. Examine the role of Mentoring in Performance Review.

19. Discuss the Challenges in conducting Team Performance Appraisals.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions in 500 words each.

20. How to overcome the impact and Challenges of Poorly implemented Performance Management System? Discuss.

21. Elaborate the steps involved in the Process of Performance Management.

22. Illustrate the Theories of Goal Setting.

23. Evaluate the Methods of Performance Appraisal with their suitability to different Industries.

24. Examine the factors affecting the implementation of Performance Management System.

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