MAY 2024 **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 Appraisal.

2. What is Balanced Scorecard?

3. Write a brief note on Employee Engagement.

4. State the Purpose of a Performance Improvement Plan?

5. Define Coaching.

6. Write short note on Performance Review.

7. Define Performance Planning.

8. What do you mean by Performance Ratings?

9. Identify the impact of Halo Effect on 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 Importance of Performance Management in Organisations.

14. State the Functions of Performance Management System.

15. Classify the Approaches in measuring Performance.

16. Explain the Objectives of Performance Analysis.

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

18. Examine the role of Coaching 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 Challenges of Poorly Implemented Performance Management System? Discuss.

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

22. Critically examine the Goal setting theory.

23. Describe the process of Performance Review.

24. Explain the Methods of rewarding Team Performance.

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