| PRN: | | Course Code : | PBAHR405 |
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Second-Year MBA Backlog Examination Winter 2024

# Performance Management 000516

Day and Date: Wed 27 NOV 2024 Max Marks: **50**

Time : 02:00PM To 04:00PM Duration: **02** hrs

Instructions: All questions are compulsory.

| | | Marks | Bloom's Level | CO |
|---|---|---|---|---|
| Q.1 | **Attempt any two of the following** | | | |
| a) | Define the idea of performance management and discuss its relevance in organizational environments. | 06 | 2 | 1 |
| b) | Outline the main facets of performance management and explain their significance. | 06 | 2 | 1 |
| c) | Examine how learning theories contribute to the development of performance management approaches. | 06 | 2 | 1 |
| Q.2 | **Attempt any two of the following** | | | |
| a) | Implement a system for monitoring employee performance within an organization. What steps would you take to ensure effective performance tracking? | 06 | 3 | 2 |
| b) | Design an HR scorecard or balanced scorecard to assess potential appraisal metrics and results. | 06 | 3 | 2 |
| c) | Suggest ways to reduce errors in performance appraisals and manage biases like the halo and recency effects | 06 | 3 | 2 |
| Q.3 | **Attempt the following** | | | |
| a) | Investigate the process of diagnosing underlying causes of performance issues within a company. | 06 | 4 | 3 |
| b) | Distinguish between various methods used to assist employees in improving their performance. | 07 | 4 | 3 |
| | **OR** | | | |
| b) | Examine the impact of team interactions on performance enhancement within an organization. | 07 | 4 | 3 |
| Q.4 | **Attempt the following** | | | |
| a) | Assess the utility of Mercer's Human Capital Wheel and CIPD Human Capital Framework in identifying competencies within an organization. | 06 | 5 | 4 |
| b) | Formulate a performance-driven compensation plan linking performance management with rewards, focusing on individual contributions, skills, and achievements. | 07 | 6 | 4 |
| | **OR** | | | |
| b) | Appraise the McBer Generic Managerial Competency Model for its applicability and effectiveness across various organizational settings. | 07 | 5 | 4 |

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Backlog