

Code: 17BA3T6HA

**II MBA - I Semester – Regular/Supplementary Examinations
March - 2021**

PERFORMANCE MANAGEMENT

Duration: 3 hours

Max. Marks: 60

SECTION – A

1. Answer the following **5 x 2 = 10 M**

- a) Phases in performance management process.
- b) Barriers in performance planning.
- c) MBO.
- d) Counseling skills.
- e) Importance of High-Performing Teams.

SECTION – B

Answer the following: **5 x 8 = 40 M**

2. a) Explain the importance and limitations of Performance Audit.

(OR)

b) Illustrate the linkage of Performance management to other HR Processes.

3. a) What are the various approaches to performance planning?

(OR)

b) What is Competency mapping? Explain any two methods.

4. a) What are the benefits and limitations of Electronic Performance Management System.

(OR)

b) Explain Halo Effect and Stereotype errors in performance Appraisal.

5. a) Explain the steps in Monitoring process.

(OR)

b) Describe the concept engendering trust signifying certain traits to be possessed by managers.

6. a) What are the means through which performance management may contribute to organizational change.

(OR)

b) Explain the advantages and Disadvantages of Team-Oriented Organizational Design.

SECTION – C

7. Case Study

1 x 10 = 10 M

Reebok India Limited decided to retrench employees who are 52 yrs of age and wanted to recruit fresher's with B.Tech/Diploma in Leather Technology. The reason for the change is to meet the client's demand of new design by using new technology machines.

- i. How should the organizations prepare for changes?
- ii. What types of management tactics should be applied by Reebok India Limited to manage changes?