

Unit-IV

8. Briefly discuss the 360° feedback system. What are its merits and demerits?
9. If you are a manager in a multinational company, then how would you manage organizational performance? Discuss with an example.
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Roll No.

56044

**M.B.A. 2 Yr. 3rd Sem. (N.S.)
Batch 2011-2013**

Examination- December, 2016

Performance Management

Paper-MBA-305

Time : 3 hours

Max. Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard will be entertained after the examination.

Note : This paper consists of two sections (Section A and B). Section-A is **compulsory** and carrying questions of two marks each and Section-B consists eight questions. The students shall be required to attempt **four** questions from Section-B selecting **one** question from each unit. All questions carry equal marks.

Section-A

1. Write short notes on:
 - (a) Need for performance management
 - (b) Planning linkage
 - (c) Competency management
 - (d) Performance review
 - (e) Objectives of performance management
 - (f) Define the capability in performance management
 - (g) Balanced score card
 - (h) Evaluation of performance.

Section-B

Unit-I

2. What is performance management and performance appraisal? Differentiate with suitable example.

3. Explain how different performance dimensions vary with respect to nature of organization. Answer with respect to one FMCG organization.

Unit-II

4. What factors should be taken care of while managing competencies in a service sector company.
5. Write short notes on :
 - (a) Performance review
 - (b) Competency management

Unit-III

6. Briefly discuss the need for performance planning. How it helps the implementation of performance management?
7. Do you think that automation is an important aspect in performance management process? If yes, then how?