

Reg. No. :

Name :

Sixth Semester B.B.A. Degree Examination, April 2018
Career related FDP Under CBCSS
(2014 Admission Onwards)
BM 1661.1 : PERFORMANCE MANAGEMENT

Time : 3 Hours

Max. Marks : 80

SECTION – A

Answer **all** questions in **one** or **two** sentences. **Each** question carries **1** mark.

1. What is performance ?
2. What is the concept of performance Management ?
3. What do you mean by H.R ?
4. What is Benchmarking ?
5. Define Appraisal.
6. What is job description ?
7. Explain the term promotion policy.
8. What is career planning ?
9. What is reward ?
10. What is 360° feedback ?

(10×1=10 Marks)

SECTION – B

Answer **any eight** questions. **Each** question carries **2** marks.

11. What do you mean by performance management ?
12. What do you mean by performance dimension ?
13. Explain the difference between task and contextual performance.
14. Write about Job Competency Assessment.
15. Write about performance culture.
16. Why we need appraisals ?

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17. What is data ? Why it is needed ?
18. What do you mean by job specification ?
19. Write about employee development.
20. What do you understand about the term 'feed back' ?
21. Explain the role of performance consulting.
22. What is performance relationship maps.

(8×2=16 Marks)

SECTION – C

Answer **any six** questions. **Each** question carries **four** marks.

23. Explain the importance of performance management.
24. Explain the causes for poor performance.
25. Write about competence analysis.
26. Explain the advantages of team work.
27. Explain the role of appraiser.
28. Write short notes on appraisal interview.
29. Explain the advantages of a good remuneration plan.
30. What do you mean by performance linked career planning ?
31. Explain the need for performance consulting.

(6×4=24 Marks)

SECTION – D

Answer **any two** questions. **Each** question carries **15** marks.

32. Explain the scope and features of performance management .
33. Elaborately discuss the various components of performance management.
34. Write an essay about present thoughts and future directions of appraisals.
35. How will you organise a performance improvement department in your organisation ?

(2×15=30 Marks)

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Time : 3 Hours

Max. Marks : 80

SECTION – A

Answer **all** questions in **one** or **two** sentences. **Each** question carries **1** mark.

1. What is management ?
2. What do you mean by poor performance ?
3. What is performance culture ?
4. Explain team work.
5. What is job specification ?
6. Explain the role of appraiser.
7. Explain the term Remuneration.
8. What do you mean by employee development ?
9. Explain the term consultancy.
10. Why we need performance consulting ?

(10×1=10 Marks)

SECTION – B

Answer **any 8** questions. **Each** question carries **2** marks.

11. Write about contextual performance.
12. Explain the features of performance management.
13. Why we measure performance ?
14. What is competency analysis ?
15. Write about performance culture.

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16. Write about data.
17. What do you mean by validation ?
18. Why we need appraisals ?
19. What is remuneration system ?
20. What is feedback ?
21. Explain the role of performance consulting.
22. Explain performance linked remuneration.

(8×2=16 Marks)

SECTION - C

Answer **any six** questions. **Each** question carries **4** marks.

23. Explain the scope of performance management.
24. Discuss about performance dimensions.
25. Write short note on Human resources.
26. Explain the need for appraisals.
27. Discuss about appraisal interview.
28. Write about performance linked career planning.
29. Explain the advantages of good remuneration system.
30. Briefly discuss the concept of performance consulting.
31. How will you improve the performance ?

(6×4=24 Marks)

SECTION - D

Answer **any two** questions. **Each** question carries **15** marks.

32. Explain the various approaches to measure performance.
33. Explain the components of performance management.
34. Write an essay on performance consulting services and its impact on the organisation.
35. Write about various methods of remuneration system and its advantages.

(2×15=30 Marks)

(Pages : 3)

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Reg. No. :

Name :

Sixth Semester B.B.A. Degree Examination, March 2020

Career Related First Degree Programme under CBCSS

Group 2(b)

Stream I : Human Resource Management

Elective Course

BM 1661.1 : PERFORMANCE MANAGEMENT

(2014 - 2016 Admissions)

Time : 3 Hours

Max. Marks : 80

SECTION – A

1. Answer all questions in **one** or **two** sentences. Each questions carries **1** mark.
1. Explain Contextual performance.
 2. Define Performance Management.
 3. What is Team work?
 4. What do you mean by Performance culture?
 5. What is Performance appraisal?
 6. Explain Job description.
 7. What is 360 degree technique?

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8. What do you mean by Employee Development?
9. What is Performance consulting?
10. Explain Performance Dimension.

SECTION – B

(10 × 1 = 10)

II. Answer **any eight** questions not exceeding **one** paragraph. Each question carries **2** marks.

11. What is Graphic rating scale appraisal?
12. What do you mean by versatility in skills?
13. Explain Key performance Area.
14. What is Performance score card?
15. Define Reward system.
16. Who are performance consultants?
17. Explain Non-financial reward.
18. What are the Components of reward system?
19. Define HRM.
20. What are the managerial skills need for performance counseling?
21. What is EFT?
22. What do you mean by Performance Audit?

(8 × 2 = 16)

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SECTION – C

III. Answer **any six** questions not exceeding **one** page. Each question carries **4** marks.

23. Describe the Process of performance appraisal.
24. What is appraisal interview? Explain the types of appraisal interview.
25. What are the Elements of Performance Management?
26. What are the Importance of performance management?
27. Explain the approaches to Performance Appraisal.
28. What is job description? Explain the Components of Job description.
29. Explain the Characteristics of an ideal Performance Management System.
30. Describe the needs of performance consulting.
31. What is Performance-linked incentives? Explain its objectives.

(6 × 4 = 24)

SECTION – D

IV. Answer **any two** questions not exceeding **four** pages. Each carries **15** marks.

32. What is performance appraisal? Explain how performance appraisal can contribute to firm's competitive advantage?
33. What is performance management? Detail the techniques of measuring performance.
34. Who is performance consultant? Explain the duties and responsibilities of performance consultant.
35. What is Competency Analysis? Explain in detail the advantages of Competency Analysis.

(2 × 15 = 30)