

BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)

CLASS: MBA
BRANCH: MBA

SEMESTER : III
SESSION : MO/19

SUBJECT: MT529 PERFORMANCE MANAGEMENT SYSTEM

TIME:3:00 HOURS

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
 2. Attempt all questions.
 3. The missing data, if any, may be assumed suitably.
 4. Before attempting the question paper, be sure that you have got the correct question paper.
 5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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- Q.1(a) Describe the significance of performance management in an organization. [5]
Q.1(b) Justify the difference between performance appraisal and performance management system. [5]
- Q.2(a) Describe the different approaches to performance appraisal. [5]
Q.2(b) Explain the techniques used to assess the performance of the employees. [5]
- Q.3(a) Describe how mentoring is different to that of monitoring. [5]
Q.3(b) Explain why periodic reviews are important in ensuring performance of employees. [5]
- Q.4(a) What conditions or context factors determine whether teams are effective? Do you agree. Justify. [5]
Q.4(b) Describe the strategies for improving workplace productivity and performance. [5]
- Q.5(a) Describe the significance of Documentation in appraisal process. [5]
Q.5(b) Explain the concept and types of performance counseling. [5]

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