

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

**CLASS: MBA
BRANCH: MBA**

**SEMESTER : III
SESSION : MO/2022**

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) Explain the concept of performance management system. Distinguish between performance appraisal and performance management. (CO1) (PO1) [5]
- Q.1(b) Explain why the performance appraisal is required in an organization. (CO1) (PO6) [5]
- Q.2(a) Describe the different techniques for appraising performance in an organization. (CO3) (PO5) [5]
- Q.2(b) Discuss the role of the Appraisal Interview in the context of effective performance management. (CO3) (PO5) [5]
- Q.3(a) Discuss how monitoring is different from mentoring. (CO4) (PO7) [5]
- Q.3(b) Discuss the objectives and principles of the monitoring process? Explain why periodic reviews are important in ensuring performance of employees. (CO4) (PO5) [5]
- Q.4(a) Discuss the significance of building and leading high-performing teams in the organization. (CO4)(PO5) [5]
- Q.4(b) Describe the strategies for improving performance and workplace productivity in the organization. (CO4) (PO3) [5]
- Q.5(a) Define performance counseling and illustrate the different steps involved. (CO5) (PO4) [5]
- Q.5(b) Describe the different types of pay for performance. (CO5) (PO6) [5]

:::28/11/2022:::M