

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

CLASS: MBA
BRANCH: MBA

SEMESTER : III
SESSION : MO/2024

SUBJECT: MT529R1 PERFORMANCE MANAGEMENT SYSTEM

TIME: 3 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.

		CO	BL
Q.1(a)	Briefly explain the significance and purpose of performance management	[5]	1 2
Q.1(b)	Enunciate the difference between the concept of Performance Appraisal and Performance Management.	[5]	1 4
Q.2(a)	What are some important issues to be considered for the successful implementation of performance management systems?	[5]	2 1
Q.2(b)	Discuss the performance Appraisal methods used by the various organizations to monitor the performance of employees.	[5]	2 1&2
Q.3(a)	Organizations often do a poor job of measuring the effectiveness of their performance management system. Please list and describe five of the indicators (i.e., measures) used to monitor and evaluate the effectiveness of a performance management system.	[5]	3 2
Q.3(b)	What is the significance of review meeting? Why it is difficult to conduct review meetings in an organization?	[5]	3 1
Q.4(a)	Briefly discuss the importance and steps involved in balanced score card.	[5]	4 2
Q.4(b)	Discuss the concept of High Performing Teams and how they ensure workplace productivity.	[5]	4 2
Q.5(a)	Discuss the constraints that a coach may experience in attempting to observe an employee's performance regarding developmental activities	[5]	5 2
Q.5(b)	Describe the role of coaching and counseling in the developmental process of an employee.	[5]	5 2

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