

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

**CLASS: MBA/PRE-PHD  
BRANCH: MANAGEMENGT**

**SEMESTER : III/I  
SESSION : MO/2025**

**SUBJECT: MT529R1 PERFORMANCE MANAGEMENT SYSTEMS**

**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.
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Q.1(a)	Discuss the concept, scope and significance of performance management systems.	[5]	CO	BL
Q.1(b)	Describe the factors affecting performance management systems.	[5]	CO3	PO1
			CO1	PO2
Q.2(a)	Describe concept of performance appraisal and illustrate the different approaches to measuring performance in an organization.	[5]	CO1	PO3
Q.2(b)	Explain different types of performance appraisal.	[5]	CO2	PO4
Q.3(a)	Define the concept of performance Execution and monitoring.	[5]	CO4	PO1
Q.3(b)	Discuss how mentoring and monitoring can improve organizational effectiveness.	[5]	CO2	PO2
Q.4(a)	Describe different Strategies for improving workplace productivity and performance in an organization.	[5]	CO1	PO3
Q.4(b)	Discuss the significance of building and leading high-performing teams in the organization.	[5]	CO3	PO4
Q.5(a)	Define performance counseling and illustrate the different steps involved in it.	[5]	CO2	PO2
Q.5(b)	Explain the concept of Pay for performance.	[5]	CO4	PO1

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