

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

**CLASS: MBA
BRANCH: MANAGEMENT**

**SEMESTER : IV
SESSION : SP/2023**

**SUBJECT: MT529 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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			CO	BL
Q.1(a)	How can we differentiate between Performance Appraisal and Performance Management	[5]	1	3
Q.1(b)	What are the characteristics of Performance Management?	[5]	1	1
Q.2(a)	Name the modern techniques of Performance Appraisal and discuss any three of them, critically review the shortcomings of traditional methods.	[5]	2	4
Q.2(b)	Discuss the process of Performance Appraisal. Give suggestions for making the Performance Appraisal system effective.	[5]	2	5
Q.3(a)	“Monitoring is an integral part of Performance Management System”, discuss the monitoring process.	[5]	3	4
Q.3(b)	What legal and ethical dimensions should be considered in Performance Appraisal? Why?	[5]	3	5
Q.4(a)	When can an organization be called having High performance work culture? How should organisations go about developing high performance work culture?	[5]	4	3
Q.4(b)	Briefly discuss the types of performance measures.	[5]	4	3
Q.5(a)	Make suggestions for improving Performance Appraisal counselling.	[5]	5	5
Q.5(b)	Discuss the approaches of Pay for performance, why do you think it has not been successful in organisations?	[5]	5	5

:03/05/2023:E