

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(MID SEMESTER EXAMINATION SP/2025)**

**CLASS: BBA
BRANCH: MANAGEMENT**

**SEMESTER : VI
SESSION : SP/2025**

SUBJECT: MT325 PERFORMANCE AND COMPENSATION

TIME: 02 Hours

FULL MARKS: 25

INSTRUCTIONS:

1. The question paper contains 5 questions each of 5 marks and total 25 marks.
 2. Attempt all questions.
 3. The missing data, if any, may be assumed suitably.
 4. Tables/Data handbook/Graph paper etc., if applicable, will be supplied to the candidates
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Q.1(a)	Organizations implement Performance Management Systems (PMS) not only to evaluate employee performance but also to drive continuous improvement and strategic alignment. Discuss the key purposes of a PMS in an applied organizational context.	[2] 1	1,2
Q.1(b)	Explain goal setting theory and elucidate how can managers effectively apply this theory to enhance employee productivity?	[3] 1	1,2
Q.2(a)	Explain any five traditional performance appraisal methods.	[2] 1,3	1
Q.2(b)	The primary purpose of performance appraisals is to improve employee performance, then why do many organizations struggle to make them impactful?	[3] 1	3
Q.3(a)	You are an HR manager at a growing tech startup. The company wants to implement a structured performance management process to improve employee productivity and career development. Outline and apply the key steps of the performance management process to design an effective system for the organization.	[2] 1,2	4
Q.3(b)	A newly established tech startup is looking to implement a performance management process. As an HR consultant, what key prerequisites must the organization establish before launching the system.	[3] 1,2	2
Q.4(a)	Write a detailed note on Victor Vrooms expectancy theory.	[2] 1	1
Q.4(b)	Differentiate between performance appraisal and performance management.	[3] 1	3
Q.5(a)	How can performance planning process be implemented in organizations.	[2] 4	1,2
Q.5(b)	Write a detailed note on 360-degree appraisal. Also enlist its advantages and disadvantages.	[3] 2	3

:28/02/2025:E