

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

**CLASS: MBA  
BRANCH: MANAGEMENT**

**SEMESTER : IV  
SESSION : SP/2025**

**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.
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		CO	BL
Q.1(a)	Why is it important for organizations to adopt an effective performance management system?	[5] 1	2
Q.1(b)	Distinguish between Performance Appraisal and Performance Management.	[5] 1	4
Q.2(a)	Define performance appraisal and discuss any 2 modern methods of performance appraisal highlighting the advantages and disadvantages of each of these.	[5] 2	1,2
Q.2(b)	In your opinion, what are the most common challenges faced by the appraiser during the performance appraisal process?	[5] 2	4
Q.3(a)	A company is struggling to motivate its employees through its current performance management system. Many employees feel that their contributions are not being recognized, and they are not seeing a direct connection between their performance and their compensation. How would you design a performance management system that effectively recognizes and rewards high performers, while also addressing the concerns of those who feel undervalued? Consider the role of both monetary and non-monetary rewards.	[5] 3,4	5
Q.3(b)	Discuss the growing importance of performance reviews in recent business scenario.	[5] 3	2
Q.4(a)	Discuss the Legal issues and Ethical Dilemma in Performance Management.	[5] 4	2
Q.4(b)	How does Team Based Performance Management build positive organizational culture?	[5] 4	3
Q.5(a)	Highlight the significance of coaching and mentoring in employee development.	[5] 5	3
Q.5(b)	Describe the reasons for failure of pay for performance in modern day organizations in recent years.	[5] 5	3

:::05/05/2025:::E