

C 40457

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Name.....

Reg. No.....

SIXTH SEMESTER U.G. DEGREE EXAMINATION, MARCH 2023

(CBCSS—UG)

B.B.A.

**BBA 6B 15—PERFORMANCE MANAGEMENT
(HUMAN RESOURCE MANAGEMENT ELECTIVE)**

(2019 Admission onwards)

Time : Two Hours and a Half

Maximum : 80 Marks

Part A*Answer all questions.*

1. Define Competency.
2. What do you mean by Feedback ?
3. Define critical incident technique.
4. What is Job Evaluation ?
5. What do you mean by Criteria Sampling ?
6. Define Management by objectives.
7. What is meant by Assessment Centre ?
8. Define Performance Management.
9. What is Succession Planning ?
10. Define Single Incumbent Jobs.
11. What is Behaviorally Anchored Rating Scale ?
12. What are the characteristics of performance planning ?
13. What is meant by Performance reward system ?
14. What is Potential appraisal ?
15. What do you mean by Competency Mapping ?

(15 × 2 = 30, Maximum ceiling 25 Marks)

Turn over

Part B

Answer all questions.

16. Briefly explain the advantages and disadvantages of MBO.
17. Explain the process of Performance planning.
18. What are the merits and demerits of 360 degree feedback ?
19. Briefly explain the characteristics and different types of competencies.
20. What are the Bottlenecks in implementation of Performance Management System ?
21. Explain the characteristics and significance of Performance Management.
22. Briefly explain the effects of competency mapping in HR fields.
23. What are traditional methods used for Performance appraisal ?

(8 × 5 = 40, Maximum ceiling 35 Marks)

Part C

Answer two questions.

24. How performance appraisal used to evaluate employee performance ? What are the Modern methods used for performance appraisal ?
25. Define Performance Management system. What are the various factors affecting effective use of Performance Management ?
26. What is performance-based compensation ? Explain the merits and demerits of performance-based compensation.
27. Explain the linkage of performance management to HR process with suitable examples.

(2 × 10 = 20 marks)