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(Pages : 2)

Name.....

Reg. No.....

SIXTH SEMESTER U.G. DEGREE EXAMINATION, MARCH 2024

(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. What do you meant by Performance Appraisal ?
2. What do you meant by Competency ?
3. What is Effective Performance Plan ?
4. What is the role of feedback in Performance Management ?
5. Define Reward system
6. What do you meant by assessment centre ?
7. What is Competency Analysis ?
8. What is Performance Related Rewards ?
9. Define Criteria sampling.
10. What is Rating in performance management ?
11. What is succession planning ?
12. Explain BARS.
13. What is MBO ?
14. Define Learning.
15. Define Potential Appraisal.

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

Turn over

Part B

Answer all questions.

16. Discuss the differences in Performance and Potential appraisal with examples.
17. Explain how the process of Performance Management system upgrades and motivate the employees of an organisation.
18. What are the approaches to competency mapping ?
19. What are the major bottlenecks in Performance Management Implementation ?
20. What are the major types of Performance Appraisal ?
21. What are the limitations of performance related rewards ?
22. How 360 degree performance appraisal can be adopted in an organisation ?
23. What are the objectives of performance planning ?

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

Part C

Answer any two questions.

24. Explain competency and approaches to competency analysis. Discuss the tools to identify the competencies in employees.
25. Explain the purpose, Methodology and Ratings of 360 degree Performance appraisal system.
26. Explain the process of Performance Planning.
27. Briefly discuss the linkage of performance management to other HR processes.

(2 × 10 = 20 marks)