

Code No: 763AK**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, September - 2023****PERFORMANCE MANAGEMENT SYSTEMS****Time: 3 Hours****Max.Marks:75****Note:** i) Question paper consists of Part A, Part B.

ii) Part A is compulsory, which carries 25 marks. In Part A, Answer all questions.

iii) In Part B, Answer any one question from each unit. Each question carries 10 marks and may have a, b as sub questions.

PART - A**(25 Marks)**

- 1.a) Enlist the principles of Performance Planning. [5]
- b) Which method of appraisal is best suited for appraising of a sales manage. [5]
- c) Write a brief note on e-Performance Management. [5]
- d) Discuss the concept of employee Reward System. [5]
- e) Write short notes on Pygmalion effect. [5]

PART - B**(50 Marks)**

- 2.a) Discuss the antecedents and purposes of Performance Management.
- b) Discuss the role of organization structure in Performance Planning. [5+5]

OR

3. Discuss and explain the concept of Performance appraisal. Briefly describe the various phases of its development. [10]

- 4.a) Discuss the responsibilities between Job description and Performance management.
- b) Brief on managing metrics of Performance system. [5+5]

OR

- 5.a) Discuss the role of Performance metrics during performance appraisal process.
- b) Examine the sources of gathering Performance information. [5+5]

- 6.a) Performance management is a key to competitive advantage of an organization. Discuss.

- b) Describe the Performance Management Framework. [5+5]

OR

- 7.a) Discuss the role of HR professionals in future in the context of performance management.

- b) Brief on Performance Management Skills. [5+5]

8. Explain the implication of performance management on the reward system of an organization with suitable case study. [10]

OR

- 9.a) Why has perf-linked reward management attracted increased attention in recent years.

- b) Describe the methods of job evaluation. [5+5]

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10. What problems could occur in the absence of Performance counseling? Illustrate your answer with suitable examples. [10]

OR

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11.a) Why has high-performance term assumed important in recent past?

b) Explain the concept of six sigma.

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[5+5]

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