

R19

Code No: 763AK

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA III Semester Examinations, February - 2024

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. Write note on the following
- a) Performance Appraisal methods. [5]
 - b) Ownership and responsibility. [5]
 - c) Types of Employee Assessment system. [5]
 - d) Pay Structures. [5]
 - e) Mentoring Pygmalion effect. [5]

PART - B

(50 Marks)

2. Define the term Performance management, its scope and illustrate the performance management process with an example. [10]

OR

3. What is Organizational Structure? Explain the Impact of Organizational structure on Operational problems. [10]

- 4.a) Explain about critical success factors Indicators.
b) Explain about communication of performance expectations [5+5]

OR

5. What is Metrics? Explain Types of Metrics. How to manage Metrics? [10]

6. What is performance Management? Discuss its Framework with suitable example. [10]

OR

7. Discuss the Role of HR Professionals in Performance management. [10]

- 8.a) Write a note on Job Evaluation.
b) State the Reasons for introducing contingent Pay Plan. [5+5]

OR

9. What are Reward Systems? List out the Problems associated with contingent pay plans. [10]

- 10.a) Explain about six sigma analysis in PMS.
b) Explain about Job Analysis in PMS. [5+5]

OR

11. What are Performance Work Teams? Discuss the Steps for Building High Performance Work Teams. [10]

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