

Instructions for students:

- Marks are indicated for each question.
 - Handwriting should be eligible for evaluation.
 - Marks will be given for quality, not quantity.
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Q.1] Solve any 5

[5 X 2 = 10]

- What is the primary purpose of a performance management system?
- Define "Key Performance Indicator (KPI)."
- Name two common methods of performance appraisal.
- What does the acronym "MBO" stand for in performance management?
- Identify two advantages of using a 360-degree feedback system.
- What is the role of HR in performance management systems?
- State two limitations of traditional performance appraisal systems.
- Define Performance Management planning.

Q.2) Solve any two of the following

[2 X 5 = 10]

- Explain how performance management differs from performance appraisal in terms of scope and purpose.
- Why is aligning individual goals with organizational strategy important in a performance management system?
- How does the concept of "continuous feedback" improve employee engagement compared to annual reviews?

Q.3) Solve any one of the following

[1 x 10 = 10]

- A company wants to introduce Management by Objectives (MBO). How would you design a goal-setting process that aligns employee objectives with organizational strategy?

b) An organization is facing issues with unclear role responsibilities. How would you apply performance planning for role clarity to resolve this?

[1 x 10 = 10]

Q.4) Solve any one of the following

a) Break down the performance management process into its stages (planning, mid-cycle review, end-cycle review). How does each stage contribute to overall effectiveness?

b) Analyse the role of reward systems in performance management. How do performance-linked remuneration and total reward strategies differ in motivating employees?

Q.5) Solve any one of the following

[1 x 10 = 10]

a) Design a performance management process for a multinational company that ensures accountability, role clarity, and continuous improvement. What key components would you include?

b) Evaluate the effectiveness of traditional vs. modern performance appraisal methods in today's dynamic business environment. Which would you recommend for a tech startup, and why?