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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 03 – 02- 2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOC | **Program**: Ph.D. | |
| **Course Code :** COM839 | **Course Name**: Performance Management | |
| **Semester**: | **Max Marks**:100 | **Weightage**:50% |

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| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **20** | **40** | **40** |  |  |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 10 marks. 6Q x 10M=60Marks** | | | | |
| **1** | Analyze the role of continuous performance monitoring, data collection, and feedback in creating a culture of accountability and excellence. | **10 Mark** | **L2** | **CO1** |
| **2** | Describe the stages of the performance management cycle and their importance in achieving organizational goals. | **10 Mark** | **L2** | **CO1** |
| **3** | Evaluate the importance of continuous monitoring and tracking of employee performance using relevant data collection metrics. | **10 Mark** | **L2** | **CO2** |
| **4** | Explain the legal and ethical aspects of performance management and their implications for organizations. | **10 Mark** | **L2** | **CO2** |
| **5** | Discuss strategies to identify skill gaps and training needs for employee development. | **10 Mark** | **L2** | **CO3** |
| **6** | Evaluate the ethical dilemmas associated with performance management and propose solutions to address disputes effectively. | **10 Mark** | **L2** | **CO3** |

**Part B**

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| **Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks** | | | | | |
| **7.** |  | Develop a comprehensive performance management strategy that aligns performance expectations with organizational goals, supported by real-world examples. | **20 Marks** | **L3** | **CO2** |
|  | | | | | |
| **8.** |  | Design a performance management framework that integrates ethical decision-making and conflict resolution mechanisms. | **20 Marks** | **L4** | **CO3** |

**\*\*\*\*\* BEST WISHES \*\*\*\*\***