PRESIDENCY UNIVERSITY

BENGALURU

Mid - Term Examinations – October 2025

Date 10-10-2025   **Time:** 09.30am to 11.00am

School: SOC/SOM-UG	**Program:** BBA/BBB/BAV	
Course Code: BBA3085	**Course Name:** Performance Management	
Semester: V	**Max Marks**:50	**Weightage**:25%

CO - Levels	CO1	CO2	CO3	CO4	CO5
Marks	26	24	-	-	-

Instructions:
- (i) *Read all questions carefully and answer accordingly.*
- (ii) *Do not write anything on the question paper other than roll number.*

Part A

Answer ALL the Questions. Each question carries 2 marks.   **5Q x 2M=10M**

1	Define performance management.	2 Marks	L1	CO1
2	List two characteristics of an effective Performance Management System (PMS)	2 Marks	L1	CO1
3	Mention two challenges to performance management.	2 Marks	L1	CO1
4	Compare competency mapping with potential appraisal.	2 Marks	L2	CO2
5	Explain the barriers to effective performance planning.	2 Marks	L2	CO2

Part B

Answer ALL the Questions. Each question carries 10 marks.   **4Q x 10M=40M**

6.	Explain the difference between performance appraisal and performance management with examples.	10 Marks	L1	CO1
	Or			
7.	Discuss the principles of performance management and their practical relevance.	10 Marks	L1	CO1

8.	Outline the functions of a Performance Management System (PMS) in organizations.	10 Marks	L1	CO1
	Or			
9.	Demonstrate how competency-based performance management can improve employee performance.	10 Marks	L1	CO1

10.	Explain the importance of performance planning in organizations.	10 Marks	L2	CO2
	Or			
11.	Compare the different approaches to performance appraisal and explain their relevance.	10 Marks	L2	CO2

12.	Differentiate between performance appraisal methods with suitable examples.	10 Marks	L2	CO2
	Or			
13.	Summarize how common rating errors affect the accuracy of performance appraisal.	10 Marks	L2	CO2