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PRESIDENCY UNIVERSITY

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Presidency University Act, 2013 of the Karnataka Act No. 41 of 2013 | Established under Section 2(f) of UGC Act, 1956
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Bengaluru

Mid Term Examinations - October 2026

Date: 07/10/2026 **Time:** 02:00 PM - 03:30 PM

Course Code: BBA3085 **Course Name:** Performance Management

Semester: Fifth Semester **Max. Marks:** 50 **Weightage:** 50%

CO - Levels	CO1	CO2
Marks	44	46

PART A: Answer Following Questions. 10 M

Q.N.	Questions	M	CO	BT
1	State any two objectives of Performance Management.	2	CO1	BT1
2	What is Performance Planning?	2	CO2	BT1
3	Name any two methodologies of Performance Planning.	2	CO2	BT1
4	List any four methods of Competency Mapping.	2	CO1	BT1
5	Name any two approaches to Performance Appraisal.	2	CO2	BT1

PART B : Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
6	Explain the major characteristics, objectives, and principles of Performance Management. Discuss their significance in managing employee performance.	10	CO1	BT2
7	Explain the major differences between traditional Performance Appraisal and Performance Management. Describe how the focus has shifted from appraisal to continuous performance management.	10	CO2	BT2

PART C: Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
8	Describe the major challenges to Performance Management. Explain the difficulties organizations may face while implementing an effective Performance Management system.	10	CO1	BT2
9	Explain the objectives and functions of a Performance Management System (PMS). Describe the characteristics that make a PMS effective.	10	CO1	BT2

PART D: Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
10	Explain Competency-Based Performance Management. Describe the role of competencies in assessing and improving employee performance.	10	CO1	BT2
11	Describe the Performance Planning process in detail. Explain the major barriers that may affect effective Performance Planning.	10	CO2	BT2

PART E: Answer Any 1 Following Questions. 10 M

PTO (Please Turn Over)

Q.N.	Questions	M	CO	BT
12	Explain the different methods and approaches of Performance Appraisal. Discuss how organizations use these methods to assess employee performance.	10	CO2	BT2
13	Explain the concept of Potential Appraisal. Describe its importance, process, and relationship with employee development and career planning.	10	CO2	BT2