ROLL NO.

PRESIDENCY UNIVERSITY, BENGALURU
SCHOOL OF MANAGEMENT

Max Marks: 100   Max Time: 180 Mins   Weightage: 40 %

ENDTERM FINAL EXAMINATION

I Semester AY 2017-18   Course: **HRM303 PERFORMANCE MANAGEMENT**   23 DECEMBER 2017

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Instructions:
  i.   Write legibly
  ii.   Avoid false numbering.
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Part – A

[10 Q x 2 M= 20 Marks]

1. Explain employee value proposition?
2. Differentiate between coaching and mentoring?
3. Differentiate between Key Result Areas and Key Performance Areas?
4. What are the dimensions of Performance Management?
5. What is Career Management?
6. What do you mean by Replacement planning?
7. What do you mean by Employee Value Exchange?
8. What do you mean by Forced Distribution method?
9. What do you mean by trait based appraisal process?
10. What is meant by Multi rater Assessment?

Part – B

[8 Q x 5 M= 40 Marks]

11. How do you create an ideal performance management system?
12. Evaluate the common performance measurement mistakes?
13. Explain the feedback framework in performance review?
14. Critically examine Effective performance management model?

15. How do you appraise executive talent?

16. Examine the choice of selecting right performance appraisal?

17. What do you create an effective Employee Value Exchange?

18. Why is it essential to integrate succession planning and career planning?

Part – C

[2 Q x 20 M= 40 Marks]

19. Design a performance appraisal for driving Organization success?

20. Kethan Mehta, Vice President of mobile handset manufacturing company, had resigned. He was instrumental in doubling the companiy's samples and increasing its market share in the last few years. He is considered a very high performer. The company was planning to expand to other countries and found a good scope for his expansion, especially to South Africa.. After a few weeks MHMC recruited Harry, a Harvard MBA with experience in working in African countries. Being an expatriate he was given double the salary Ketan was getting at the time he left the company. Eight weeks after Harry had joined, MHMC's management consultant met him to enquire how he was liking the company and his job. Harry remarked that he was trying to understand various departments and also the way his own functioned, their interrelationships and so forth. Four months later, the consultant met him and got the same answer. It was only at the third encounter that Harry said he had to achieve a good understanding of the situation, his colleagues, the way the company worked and what was expected of him and was ready to perform.

This clearly indicates that the MHMC has not given adequate thought when it inducts its senior employees. It should not take 6 months to understand his/her colleagues and company's expectation

 a. Examine the need for Succession Planning at Higher executive level?

 b. What are best practices followed by various organizations for a seamless integration of the higher executives?

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Max Marks: 60   Max Time: 120 mins   Weightage: 20 %

2016 MBA III Semester
MID TERM EXAMINATION

I Semester AY 2017-2018   Course: **MBA HRM 303: Performance Management**   13ᵗʰ Oct 2017

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Instructions:
  i.   Write legibly

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Part A

(5Qx2M= 10 Marks)

1. What is meant by Performance Planning?
2. What do you mean by Score card Metrics?
3. What do you mean by Job family Competencies?
4. What is meant by organizational goals?
5. What is dyadic performance?

Part B

(6QX5M= 30 Marks)

6. What is Performance? What are the dimensions of Performance Management?
7. What are the critical factors a manager need to know before evaluating performance?
8. Why do organizations link behavior and results in performance evaluation?
9. What are the key components of Ideal Performance Appraisal Form?
10. What are the common errors in Performance Measurements for employees?
11. Examine the steps involved in planning individual performance?

Part C

(2Qx10M= 20 Marks)

12. Design a Performance appraisal format for an employees in a company.
13. How would you plan the performance areas for the following
    a. Assistant Account Officer
    b. Assistant Accounts Manager
    c. Assistant Manager Stores
    d. Design Manager