



**PRESIDENCY UNIVERSITY,  
BENGALURU**

**SCHOOL OF MANAGEMENT**

**MID TERM EXAMINATION**

**Odd Semester:** 2018-19

**Date:** 29 October 2018

**Course Code:** HRM 302

**Time:** 2 Hours

**Course Name:** Performance Management and Appraisal

**Max Marks:** 40

**Branch & Sem:** MBA & III Sem

**Weightage:** 20%

**Instructions:**

- (i) *All parts of the question paper are compulsory*

**Part A**

Answer **all** the Questions. **Each** question carries **four** marks. (4x3=12)

1. Differentiate between Performance Management and Performance Appraisal?
2. What is meant by Management by Objectives?
3. What are the disadvantages of poorly implemented Performance Management system on employees?
4. Mention any two purpose of Performance Management? Illustrate with examples.

**Part B**

Answer **all** the Questions. **Each** question carries **eight** marks. (2x8=16)

5. How do you create the Ideal performance management system?
6. What are the common measurement mistakes involved in performance measurement of employees?

**Part C**

Answer the Question. Question carries **twelve** marks. (1x12=12)

Cargill introduced on-the-job conversations in place of annual appraisals

Cargill, the US food producer and distributor, started to transform its traditional performance management processes back in 2012, when it introduced 'Everyday Performance Management'. It removed performance ratings and annual review forms and instead focused on managers having frequent, on-the-job conversations and giving regular, constructive feedback. They have made this work by:

- Regularly rewarding and recognising managers who demonstrate good day-to-day performance management practices.
  - Sharing the experiences and tips of their successful managers.
  - Holding teams accountable for practising day-to-day performance management.
  - Building the skills needed to succeed at Everyday Performance Management, including effective two-way communication, giving feedback, and coaching.
  - The outcome has been impressive, with 70% of Cargill employees now saying they feel valued as a result of their ongoing performance discussions with their manager.
7. According to you elaborate the advantages and disadvantages of a traditional method to the new methods for valuating performance?
  8. Do think rating scales helps in evaluating the performance. Validate your view point



Roll No.

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**END TERM FINAL EXAMINATION**

**Odd Semester:** 2018-19

**Course Code:** HRM 302

**Course Name:** Performance Management and Appraisal

**Programme & Sem:** MBA & III Sem

**Date:** 04 January 2019

**Time:** 3 Hours

**Max Marks:** 80

**Weightage:** 40%

**Instructions:**

(i) **Answer all the questions**

**Part A**

Answer **all** the Questions. **Each** question carries **five** marks.

(4Qx5M=20)

1. How do high potential leaders set their business agenda?
2. What do you mean by individual development plan?
3. What do you mean by Employee Value Exchange?
4. What do you mean by Result based Appraisal process?

**Part B**

Answer **all** the Questions. **Each** question carries **ten** marks.

(3Qx10M=30)

5. How do organizations plan CEO succession planning?
6. Every employee needs to show capacity for growth- how is it relevant in talent spotting?
7. How would you integrate succession planning and career planning? Illustrate with examples

**Part C**

Answer the Questions. **Each Sub** question carries **ten** marks.

(3Qx10M=30)

8. You have been appointed as the VP HR in an IT organization with a turnover of 500 Crores. The focus is on initiating a process of performance driven culture and appraisal method.
  - a) Design an appraisal method for evaluation for a set of 100 employees based on the hierarchy?
  - b) What methods would you adopt for evaluating the employees in technical roles? Design an appraisal form for them.
  - c) What are the methods adopted for high potential employees for succession planning?