PRESIDENCY UNIVERSITY
BENGALURU   G9 H˙5

SCHOOL OF ENGINEERING
END TERM EXAMINATION - JAN 2024

Semester : Semester V - 2021

Course Code : MGT2023

Course Name : People Management

Program : B.Tech.

Date : 03-JAN-2024

Time : 9:30AM - 12:30 PM

Max Marks : 100

Weightage : 50%

Instructions:
(i) Read all questions carefully and answer accordingly.
(ii) Question paper consists of 3 parts.
(iii) Scientific and non-programmable calculator are permitted.
(iv) Do not write any information on the question paper other than Roll Number.

PART A

ANSWER ALL THE QUESTIONS   **4 X 5M = 20M**

1. Differentiate between Training and Development in the context of employee learning. Provide a real-world example to illustrate how an organization might use both training and development initiatives to enhance employee skills and capabilities.

(CO2) [Knowledge]

2. Explain the aims and objectives of discipline in an organizational setting. Discuss how effective discipline contributes to a positive work environment, employee productivity, and overall organizational success. Support your answer with practical examples illustrating the impact of disciplined practices in the workplace.

(CO3) [Knowledge]

3. Discuss three best practices for facilitating internal mobility within an organization. Highlight the key strategies that companies can implement to effectively manage and promote internal career transitions. Support your answer with brief examples illustrating successful internal mobility practices in the workplace.

(CO2) [Knowledge]

4. Discuss the importance of employee health and safety in the workplace. Outline three key benefits that organizations gain from prioritizing the well-being of their employees. Provide a brief example illustrating how a focus on health and safety contributes to a positive work environment and organizational success.

(CO3) [Knowledge]

ANSWER ALL THE QUESTIONS   **5 X 10M = 50M**

5. Implement an employee incentive program by providing a drawing of its framework and also Incorporate real-world examples to strengthen your implementation.

(CO2) [Comprehension]

6. Consider a scenario where an organization promotes a high-performing individual contributor to the role of a people manager. Discuss the challenges and adjustments this individual may face in transitioning from an individual contributor to a people manager. Validate and elaborate on what it means to be a people manager. Support your answer with real-world examples or theoretical frameworks that highlight the importance of being a successful people manager.

(CO3) [Comprehension]

7. Analyze the causes of indiscipline in an organization and implement a progressive discipline framework to overcome it. Provide real-life examples to illustrate the practical application of the approach.

(CO2) [Comprehension]

8. Categorize the uses and benefits of people analytics in a workplace with real-time examples.

(CO3) [Comprehension]

9. Describe the five stages of the performance management process in detail. Outline each stage, starting from goal setting to performance appraisal, feedback, and development planning. Provide examples to illustrate how organizations can navigate through these stages to enhance employee performance and achieve organizational goals.

(CO2) [Comprehension]

PART C

ANSWER ALL THE QUESTIONS   **2 X 15M = 30M**

10. Articulate the major eight things to consider while implementing people analytics in an organization with relevant examples.

(CO3) [Application]

11. Case Study: Transforming Performance Management for Organizational Excellence
    Consider a scenario where a multinational corporation, TechPro Innovations, is grappling with challenges in its existing performance management system. Employees and managers have expressed dissatisfaction, citing issues such as infrequent feedback, subjectivity in ratings, and a lack of alignment with organizational goals. As a senior people manager, outline and justify six strategic interventions to revamp and enhance TechPro Innovations' performance management process. Each intervention should address specific challenges, and the proposed solutions should align with best practices in modern performance management. Support your recommendations with relevant examples that highlight the effectiveness of these strategies in improving performance management outcomes.

(CO2) [Application]