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# PRESIDENCY UNIVERSITY BENGALURU

## Department of Research & Development

### Mid - Term Examinations - AUGUST 2024

**Odd Semester:** Ph.D. Course Work

**Course Code:** COM839

**Course Name:** Performance Management

**Department:** School of Commerce

**Date:** 13-08-2024

**Time:** 09.30am to 11.00am

**Max Marks:** 50

**Weightage:** 25%

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#### Instructions:

- (i) Read the all questions carefully and answer accordingly.
  - (ii) Do not write any matter on the question paper other than roll number.
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#### PART A (THOUGHT PROVOKING)

**Answer all the Questions. Each question carries 5 marks.**

**(4Qx 5M= 20M)**

1. Explain the objectives and goals of performance management.  
(CO.1) [Remember]
2. List the key differences between traditional performance management approaches and modern performance management systems?  
(CO.1) [Remember]
3. How does feedback and coaching impact employee development and performance improvement?  
(CO.2) [Understand]
4. In what ways can continuous monitoring of performance metrics enhance organizational agility and decision-making?  
(CO.2) [Understand]

#### PART B (PROBLEM SOLVING)

**Answer all the Questions. Each question carries 10 marks.**

**(3Qx 10M= 30M)**

5. A company is facing challenges in effectively implementing the performance management cycle. Develop a strategy to improve the implementation process, highlighting key components and best practices.

(CO.1) [Remember]

6. A company wants to ensure that its performance management terminology and key concepts are well understood by all employees. Develop a comprehensive communication and training plan to achieve this.

(CO.1) [Remember]

7. A newly formed team within an organization needs to establish a performance planning and goal-setting framework from scratch. Develop a detailed plan that includes defining team goals, establishing performance metrics, and implementing a feedback culture.

(CO.2) [Understand]