Reg.No. \_\_\_\_\_\_\_\_\_\_\_\_

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**End Semester Examination – Nov/Dec – 2018**

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| **Code : 16MS3046** |  | **Duration :** | **3hrs** |
| **Sub. Name : MANAGING EMPLOYEE PERFORMANCE** |  | **Max. marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| **Q. No.** | **Sub Div.** | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. | a. | Define performance planning. Explain the performance planning process in detail. | CO1 | 10 |
| b. | How do you identify the performance targets? | CO1 | 10 |
| (OR) | | | | |
| 2. | a. | Explain the theories of Goal setting. | CO2 | 10 |
| b. | Illustrate planning need based individual performance. | CO3 | 10 |
|  |  |  |  |  |
| 3. | a. | Define competence. Differentiate between competence and competency. Explain any three approaches to competency mapping. | CO2 | 10 |
| b. | Explain Thomas Disc Profiling and Introversion and Extroversion inventory. | CO2 | 10 |
| (OR) | | | | |
| 4. | a. | Define Benchmarking. Explain different types of benchmarking | CO2 | 10 |
| b. | Explain HR Scorecard in detail. | CO2 | 10 |
|  |  |  |  |  |
| 5. | a. | Explain Human Resource Accounting. | CO2 | 10 |
| b. | Define performance counselling. Discuss the role of counselling in post appraisal interview. | CO4 | 10 |
| (OR) | | | | |
| 6. | a. | Define Performance Appraisal. Clearly state its objectives and describe the process. | CO2 | 10 |
| b. | Explain MBO and 360 degree appraisal methods in detail. | CO2 | 10 |
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| 7. | a. | Define KPAs and KRAs. Explain the steps involved in setting KPAs and to determine KRAs. | CO2 | 10 |
| b. | Define coaching. How does it improve the poor performance? | CO4 | 10 |
| (OR) | | | | |
| 8. | a. | Describe the different approaches to performance appraisal. | CO2 | 10 |
| b. | Explain BARS technique in detail. | CO2 | 10 |
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|  | | **Compulsory**: |  |  |
| 9. | a. | Explain how performance analysis can be used as a cost effective analysis? | CO4 | 10 |
| b. | Explain how the performance appraisal program can be managed? | CO4 | 10 |