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

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

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| **Code :** | **18MS3058** | **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. | Describe the concept of performance planning and its impact on performance management process. | CO1 | 10 |
| b. | Discuss the performance management process. | CO1 | 10 |
| (OR) | | | | |
| 2. | a. | Explain the process of performance planning. | CO3 | 10 |
| b. | Discuss any three types of bench marking with suitable examples. | CO2 | 10 |
|  |  |  |  |  |
| 3. | a. | Define competency mapping. Design a competency mapping for your organization. | CO2 | 10 |
| b. | Discuss past performance based approach and job focused method in competency mapping | CO2 | 10 |
| (OR) | | | | |
| 4. | a. | Write a short note on setting performance criteria with suitable examples. | CO1 | 10 |
| b. | Explain how performance managing is important in the performance management process? | CO4 | 10 |
|  |  |  |  |  |
| 5. | a. | Enlist the methods of performance appraisal. Which method. according to you is useful in today’s context? Justify your answer with suitable examples from Indian industry. | CO2 | 10 |
| b. | Enlist the elements of a good performance appraisal system. | CO2 | 10 |
| (OR) | | | | |
| 6. | a. | Discuss the process of 360 degree appraisal. | CO4 | 10 |
| b. | Explain the concept of performance appraisal interview. Describe the steps you would follow in your organization to conduct performance appraisal interview. | CO4 | 10 |
|  |  |  |  |  |
| 7. | a. | How can you sustain performance through counselling? | CO4 | 10 |
| b. | How does coaching improve poor performance? | CO4 | 10 |
| (OR) | | | | |
| 8. | a. | Discuss the impact of organization culture on performance management? | CO4 | 10 |
| b. | State the importance of encouraging superior performance in the organization. | CO4 | 10 |
|  | |  |  |  |
|  | | **Compulsory**: |  |  |
| 9. |  | Explain how do you evaluate performance through survey, interviews ? Discuss the importance of feedback sessions in managing the employee’s performance. | CO4 | 20 |