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



**End Semester Examination – Nov / Dec – 2019**

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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. | List out the various advantages of Performance Management. | CO1 | 15 |
| b. | Paraphrase the 5s of Kaizen principle. | CO1 | 5 |
| **(OR)** | | | | |
| 2. | a. | What are the key standard measures to assess employees’ performance? | CO1 | 10 |
| b. | Explicate the setting up of SMART target. | CO1 | 10 |
|  |  |  |  |  |
| 3. |  | In different scenarios, how the Key Performance Indicators (KPI) for employees’ Job Apraisal is done? | CO2 | 20 |
| **(OR)** | | | | |
| 4. |  | Create a HR scorecard for an imaginary organization. | CO2 | 20 |
|  |  |  |  |  |
| 5. |  | Bring out a brief note on Competency Analysis. | CO2 | 20 |
| (OR) | | | | |
| 6. | a. | List out the common signs of Extroverts. | CO3 | 10 |
| b. | Write a brief note on Thomas Disc Profiling. | CO3 | 10 |
|  |  |  |  |  |
| 7. |  | Write short notes on: |  |  |
| a. | Behaviorally Anchored Rating Scale. | CO3 | 10 |
| b. | Graphic Rating Scale. | CO3 | 10 |
| **(OR)** | | | | |
| 8. |  | Bring out the workings of 360 degree appraisal with its merits and demerits. | CO4 | 20 |
|  | | **Compulsory**: |  |  |
| 9. | | You are a Vice-President HR for a reputed MNC head quartered at Canada. You observe that employee turnover rate in the recent days getting increased inspite the fact the company values everyone in every aspect. Management accepted your opinion of conducting ‘Exit Interview’. In this scenario, |  |  |
|  | a. | Classify the different exit interview methods with their pros and cons. | CO4 | 10 |
| b. | What questions will you ask the interviewee during the schedule? | CO4 | 10 |