

(4)

MB-304(H3)

dynamics, the "Survival terrain of work team at the plant. The workshop addressed how to tackle complicated cultural instability. The workers returned to the company and a similar event never occurred in the company. The confidence among the employees increased.

Questions :

- (i) What do you understand by team building?
- (ii) What was the problem faced by the Solution Inc. ?
- (iii) What was the solution HSRC came up with ? What was the result ? (CO5)

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Roll No.

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M. B. A. (THIRD SEMESTER)

MID SEMESTER

EXAMINATION, Jan., 2023

PERFORMANCE MANAGEMENT

Time : $1\frac{1}{2}$ Hours

Maximum Marks : 50

Note : (i) This question paper contains two Sections—Section A and Section.

(ii) Both Sections are compulsory.

(iii) Answer any *two* sub-questions among (a), (b) and (c) in each main question of Section A. Each question carries 5 marks.

(iv) Section B consisting of Case Study is compulsory. Section B is of 20 Marks.

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(2)

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Section—A

1. (a) Define performance management. Also explain the elements of performance management. (CO1)
- (b) Differentiate between performance appraisal and performance management. (CO1)
- (c) Compare the traditional and modern methods of performance appraisal. (CO4)
2. (a) Apply the relevance of performance planning in the organization. (CO2)
- (b) Evaluate the types of measurement scales for measuring the performance in the organization. (CO4)
- (c) Summarize the steps to improve your performance management system. (CO3)
3. (a) Describe the steps to effectively manage the performance of the team. (CO1)

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- (b) Interpret the process of performance management through a circular diagram. (CO2)
- (c) Describe the approaches to measure organizational performance. (CO1)

Section—B

4. Case Study :

Solution Inc, was a leading Car manufacturing company. The company earned an annual income of 5 trillion, It was one of the most successful companies in the country. On 18th January, 2014 the company faced a loss of \$ 5 million when 2000 of their employee walked out the company. Solution Inc. approached HR Solution Result Consultant (HSRC) to investigate on the problem. After analyzing the situation HSRC concluded that indirect but rapidly destabilizing feature in team dynamics which needed practical investigation and correction. HSRC invited a selected group of leaders from solution Inc, to attend 3 day workshop which was focused on finding, identifying and correcting the destabilizing features in the team dynamics. The workshop was planned using proprietary, fun but well-provenance techniques for investigating these

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