

H

Roll No.

BBA-504-H1

B. B. A. (FIFTH SEMESTER) END SEMESTER

EXAMINATION, Jan., 2023

PERFORMANCE MANAGEMENT SYSTEM

Time : Three Hours

Maximum Marks : 100

- Note :**
- (i) All questions are compulsory.
 - (ii) Answer any *two* sub-questions among (a), (b) and (c) in each main question.
 - (iii) Total marks in each main question are **twenty**.
 - (iv) Each sub-question carries 10 marks.
1. (a) Describe in detail the concept of performance management and the role of HR in creating it. (CO1)
- (b) Discuss the advantages of performance management system. (CO1)

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(2)

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- (c) Discuss the traditional and modern methods of Performance Management in detail. (CO1)
- 2. (a) As it is said that "Time is precious than money", how does it affect appraisal system? (CO2)
- (b) Illustrate how performance planning is different from performance appraisal. (CO2)
- (c) Construct the steps involved in performance planning system. (CO2)
- 3. (a) Analyse the need of measuring performance of employees in an organization. (CO3)
- (b) Point out the various tools used for measuring organizational performance. (CO3)
- (c) Explain 360-degree appraisal. Discuss its advantages and limitations. (CO3)
- 4. (a) Evaluate the advantages and disadvantages of performance related remuneration. (CO4)

(3)

- (a) Differentiate between Coaching and Mentoring with relevant examples. (CO4)
- (c) Predict the needs for employee development through performance management. (CO4)
- 5. (a) Do you believe that there exists any difference between competence and competency? If yes, then what? (CO5)
- (b) Rewrite the distinguishing point that highlights the difference between coaching and counselling. (CO5)
- (c) Formulate the different approaches of Competency Mapping with suitable examples. (CO5)

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