



End Term (Odd) Semester Examination November 2025

Roll no.....

Name of the Course and semester: BBA/ Semester - V

Name of the Paper: Performance Management

Paper Code: BBA DSE H1

Time: 3 hour

Maximum Marks: 100

Note:

- (i) All the questions are compulsory.
- (ii) Answer any two sub questions from a, b and c in each main question.
- (iii) Total marks for each question is 20 (twenty).
- (iv) Each sub-question carries 10 marks.

Q1. (2X10=20 Marks)

- a. "Performance appraisal is not only about evaluation but also development." Discuss this statement. (CO1)
- b. Analyze the recent trends in performance appraisal, including 360-degree feedback, continuous performance management and AI-based appraisal systems. (CO1)
- c. Explain the entire process of designing, implementing and evaluating a performance appraisal system. (CO1)

Q2. (2X10=20 Marks)

- a. Explain how goal setting and performance measurement contribute to effective performance management. (CO2)
- b. Critically analyze the link between performance management and employee motivation. (CO 2)
- c. What are the major challenges faced in implementing an effective performance planning and how can they be overcome? (CO2)

Q3. (2X10=20 Marks)

- a. Discuss the process of performance counselling in detail. Illustrate with an example of how a manager can address underperformance through effective counselling. (CO3)
- b. What are the key metrics to measure team performance and how it improves team dynamics? (CO3)
- c. Discuss the effectiveness of performance coaching interventions in an organisation. (CO3)

Q4. (2X10=20 Marks)

- a. Discuss the role and competency of HR Professionals in performance management system. (CO4)
- b. Compare and contrast merit pay, incentive pay and gain sharing systems. (CO4)
- c. Explain the relationship between performance evaluation and compensation decisions. (CO4)

Q5. (2X10=20 Marks)

- a. Explain the process of developing a competency framework for an organization. (CO5)
- b. Evaluate the advantages and limitations of performance counseling in an organization. (CO5)
- c. Describe the link between performance review and coaching in enhancing the employees performance. (CO5)