

Hall Ticket No

Question Paper Code: CMBB63



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

## MODEL QUESTION PAPER

MBA IV Semester End Examinations, April - 2020

Regulations: R18

### PERFORMANCE MANAGEMENT

(Professional Elective to MBA)

Time: 3 hours

Max. Marks: 70

Answer ONE Question from each Unit

All Questions Carry Equal Marks

All parts of the question must be answered in one place only

#### UNIT – I

1. a) Define the scope of performance management. What are the foundations for the evolution of performance management? [7M]
- b) Discuss the importance of performance management planning. How is performance management planning linked to strategic planning? [7M]
2. a) What are the major functions of performance management system? Explain in detail about the Performance management cycle [7M]
- b) Design a performance planning process for your organization and elucidate its importance in performance management process? [7M]

#### UNIT – II

3. a) List out the process of Performance monitoring system with suitable examples and classify the concepts and skills of performance monitoring system. [7M]
- b) In future, the compensation policies programme and practices of an Organization will revolve around newer reward systems and benefits Discuss. Elucidate the steps involved in effective performance appraisal system? [7M]
4. a) How to bring about operational change through performance management? Discuss the role of HR manager as leader in bringing about that change. [7M]
- b) Develop a set of critical incidents covering the classroom performance of the teacher you like the most. Demonstrate the managing behavior for measuring performance. [7M]

#### UNIT – III

5. a) Many managers are poor in performance counseling skills. Does it impact the performance managing adversely? Describe performance management and strategic planning linkages. [7M]
- b) Performance review is very important part of performance management system. Explain with examples. [7M]
6. a) “Some of the so called modern industries will follow traditional techniques of performance appraisal” Do you agree? If, you defend your argument with reasoning. [7M]

- b) What is assessment centre? What is the importance of Balanced Score Card in Performance management? Explain in detail about 360 Degree performance appraisals [7M]

#### UNIT – IV

7. a) Do you believe that there exist any difference between competence and competency? If yes then what? Describe How frequently performance reviews are to be conducted? [7M]  
b) Describe the role of team coach and team leader in the development of high performance teams? Discuss the major problems in the conduct of performance review. [7M]
8. a) Determine the institutional mechanism for wage determination. Examine their pros and cons. Along with the types of compensation [7M]  
b) What are the different methods of wage payment system and explain different types of pay structures in India. [7M]

#### UNIT – V

9. a) Elucidate the benchmarking along with the objectives and stages involved in benchmarking classify with advantages and disadvantages of benchmarking. [7M]  
b) What are the steps involved in the job analysis process? Discuss the four factor theory and enlist the positive Pygmalion factors [7M]
10. a) Mentoring relationship need not be successful always explain the statement by highlighting the problems associated with mentoring relationship. [7M]  
b) Highlight the balance scorecard system and discuss about different types of measures in balance scored system. [7M]



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## COURSE OBJECTIVES:

The course should enable the students to:

I	Develop the employees in identifying the knowledge and skills required for performing the job efficiently.
II	Understand the boosting the performance of the employees by the way of encouraging employee empowerment, motivation and effective reward mechanism.
III	Identify the barriers of effective performance through constant monitoring, coaching and development interventions
IV	Create a platform for several administrative decisions, strategic planning, succession planning, promotions and performance based payment.

## COURSE OUTCOMES (COs):

CMBB63.01	Understand the concept of performance management and reward systems in context.
CMBB63.02	Illustrate the performance management process and performance management Strategic planning.
CMBB63.03	Examine the concept of choosing a measurement approach, measuring results and behaviors.
CMBB63.04	Demonstrate gathering performance information and implementing performance Management system.
CMBB63.05	Analyze the appraisal procedure in different types of organizations and also know the recent trends in an organization.
CMBB63.06	State the concepts of performance management and employee development.
CMBB63.07	Examine the performance management skills and the case on implementation of 360 degree feedback system.
CMBB63.08	Discuss reward systems, legal issues and managing team performance.
CMBB63.09	Elucidate relevant performance related concepts like benchmarking, six sigma and competency mapping
CMBB63.10	Express the relevant performance related concepts like balance scorecard, Coaching, mentoring Pygmalion effect and job analysis.

## MAPPING OF SEMESTER END EXAMINATION - COURSE OUTCOMES

SEE Question No		Course Outcomes		Course Outcomes	Blooms Taxonomy Level
1	a	CMBB63.01	Understand the concept of performance management and reward systems in context.	CO 1	Remember
	b	CMBB63.02	Illustrate the performance management process and performance management Strategic planning.	CO 2	Understand

2	a	CMBB63.01	Understand the concept of performance management and reward systems in context	CO 1	Apply
	b	CMBB63.02	Illustrate the performance management process and performance management Strategic planning.	CO 2	Evaluate
3	a	CMBB63.04	Demonstrate gathering performance information and implementing performance Management system.	CO 4	Understand
	b	CMBB63.03	Examine the concept of choosing a measurement approach, measuring results and behaviors.	CO 3	Apply
4	a	CMBB63.03	Examine the concept of choosing a measurement approach, measuring results and behaviors.	CO 3	Create
	b	CMBB63.04	Demonstrate gathering performance information and implementing performance Management system.	CO 4	Remember
5	a	CMBB63.05	Analyze the appraisal procedure in different types of organizations and also know the recent trends in an organization.	CO 5	Remember
	b	CMBB63.06	State the concepts of performance management and employee development.	CO 6	Apply
6	a	CMBB63.06	State the concepts of performance management and employee development.	CO 6	Evaluate
	b	CMBB63.05	Analyze the appraisal procedure in different types of organizations and also know the recent trends in an organization.	CO 5	Understand
7	a	CMBB63.07	Examine the performance management skills and the case on implementation of 360 degree feedback system.	CO 7	Apply
	b	CMBB63.08	Discuss reward systems, legal issues and managing team performance.	CO 8	Evaluate
8	a	CMBB63.07	Examine the performance management skills and the case on implementation of 360 degree feedback system.	CO 7	Understand
	b	CMBB63.08	Discuss reward systems, legal issues and managing team performance.	CO 8	Remember
9	a	CMBB63.09	Elucidate relevant performance related concepts like benchmarking, six sigma and competency mapping	CO 9	Remember
	b	CMBB63.10	Express the relevant performance related concepts like balance scorecard, Coaching, mentoring Pygmalion effect and job analysis.	CO 10	Understand
10	a	CMBB63.09	Elucidate relevant performance related concepts like benchmarking, six sigma and competency mapping	CO 9	Apply
	b	CMBB63.10	Express the relevant performance related concepts like balance scorecard, Coaching, mentoring Pygmalion effect and job analysis.	CO 10	Analyze

**Signature of Course Coordinator**

**HOD, MBA**