

School of Liberal Education

Department of Humanities
Mid Term Examination

Exam Date: 29 Sep 2023
Time : 90 Minutes
Marks : 50

Sem III - PSY6036 - Performance Management and Competency based Assessment

*Your answer should be specific to the question asked
Draw neat labeled diagrams wherever necessary*

- 1) Explain the step-by-step process of performance management, from goal setting to performance appraisal. K2 (2)
- 2) How does performance management foster employee accountability and engagement? K1 (3)
- 3) Explain how performance appraisal methods have evolved over the years and the latest trends in performance management. K2 (4)
- 4) Explain the ethical considerations that organizations should take into account while implementing a performance management system. K2 (6)
- 5) Identify what role does technology play in contemporary assessment methods. K3 (6)
- 6) Identify how does a competency dictionary differ from a job description. K3 (9)
- 7) Analyze the potential biases that can arise in the performance appraisal process and strategies to mitigate them. K4 (8)
- 8) Analyze the impact of data privacy regulations on performance management, and propose strategies for organizations to maintain data security and confidentiality while collecting and using employee performance data. K4 (12)

OR

Examine the graphic rating scale method and its advantages. K4 (12)