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School of Liberal Education**Master of Arts in Applied Psychology
Semester End Examination - Nov 2023****Duration : 180 Minutes
Max Marks : 100****Sem III - PSY6036 - Performance Management and Competency based Assessment**General Instructions*Answer to the specific question asked**Draw neat, labelled diagrams wherever necessary**Approved data hand books are allowed subject to verification by the Invigilator*

- 1) What role does continuous monitoring play in the performance management process? K1 (2)
- 2) Compare and contrast job-specific and functional competency frameworks. K2 (4)
- 3) Explain the performance management cycle and its various stages, highlighting the importance of each stage in driving organizational success. K2 (6)
- 4) Identify the influence of organizational culture on the effectiveness of performance appraisal systems. K3 (9)
- 5) Identify the factors that can influence the objectivity and fairness of a performance appraisal system, and propose strategies to mitigate bias and improve accuracy. K3 (9)
- 6) Inspect the potential biases that may arise during the evaluation process and propose strategies to mitigate them. K5 (10)
- 7) Examine distinguishes competency-based recruitment from traditional recruitment approaches? K4 (12)
- 8) Determine the purpose of a core competency framework. K5 (15)
- 9) Explain what does competency refer to in the context of the workplace? K5 (15)
- 10) Discuss the role of transparency and open communication in addressing ethical concerns and legal issues related to performance management. Provide examples of best practices for effective communication. K6 (18)