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School of Business
Bachelor of Business Administration
Mid Term Examination - May 2024

Duration : 90 Minutes
Max Marks : 50

Sem IV - D1UA418T - Performance Management

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) "The purpose of performance appraisal is not merely for appraisal but is more for accomplishment and improvement of performance". Develop your comments on the same. K3 (6)
- 2) As a marketing manager of a sales firm, develop the SMART framework of goals for a Sales executive. K3 (9)
- 3) "Richa being a Management trainee was provided Continuous follow-ups and feedback by the mentor during her probation year" Distinguish between the approaches of two organisation's, where one considers it a best practice & another organization believes that it is unnecessary to ensure effective development of an employee during the implementation of individual development plan. K4 (4)
- 4) "It is good that Performance Appraisal is getting extinct in modern organisations", Inspect the statement based on real industry practices & justify your stand. K4 (8)
- 5) Distinguish between the SMART Framework of Goal Setting for the following roles -: a) HR Manager of a BPO, b) IT Manager of a Consulting firm . K4 (8)
- 6) "An incompetent supervisor not just leads to inefficient performance for his department but also his subordinate since he lacks awareness & understanding towards the development/ selection of suitable skills while assigning tasks, thus leading to ineffective & inefficient performance". Appraise this statement and explain if you agree or disagree with it with the reasons for your choice. K5 (5)
- 7) Elaborate on the two concepts- Task centric Performance system & People centric performance system, & based on above information, defend the statement "Using People-centric performance management systems leads to retention of employees". K5 (10)