

**PGDM THIRD SEMESTER EXAMINATION - 2015**

**PAPER CIS2.1 : PERFORMANCE MANAGEMENT**

**Time : 2 hours**

**Max. Marks : 50**

*Note : i) Answer ALL the questions.*

*ii) Do as directed in both of the Sections A and B.*

*iii) The figures in the right-hand margin indicate mark-compositions.*

**SECTION-A**

1. Answer any SIX of the following parts : ( 6 x 5 = 30
- (a) What is the significance of Performance Management System in an organization?
  - (b) Do you think the Web-enabled Performance Management is effective? Explain.
  - (c) What do you understand by the 360-degree Performance Management System? Explain with its advantages.
  - (d) Explain how Performance Management is essential for Team Performance.
  - (e) What are the reasons behind the under performance and how it can be controlled?
  - (f) Why it is needed to have MBO in an organization?
  - (g) Explain the role of Coaching and Counseling as the processes of the Performance Management.
  - (h) How the competency analysis should be done to have an effective Performance Management.

**SECTION-B**

2. Write explanatory notes on any TWO of the following : ( 2 x 10 = 20 )
- (a) Merit Rating for Performance Management
  - (b) Goal setting vs Performance Management Process
  - (c) Learning, Motivation and Reward for Performance
  - (d) Managing Organizational Performance