TILAK MAHARASHTRA VIDYAPEETH, PUNE MASTER OF BUSINESS ADMINISTRATION (M.B.A.) EXAMINATION: DECEMBER - 2022

SEMESTER - III

Sub: Performance Management (MHR 302)

Date:	22/12/2022	Total marks: 60	Time: 10.00am to 12.30pm	n
		SECTION – I		
Q. 1.	Fill in the blanks.			(5)
1.	is an integrated approach to help an organization achieve its aims and objectives by monitoring and improving the performance of people, teams, and the organization as a whole.			` '
	a) Performance approachc) Performance criteria	b) Performance d) None of the	_	
2.	This is one of the strategies for effective Performance Management			
	a) Encourage transparency	b) Indulge in s	b) Indulge in shopping	
	c) encourage Gossip	d) None of the	se	
3.	Importance of performance management			
	a) Drives financial gain	b) Makes room	b) Makes room for idea generation	
	c) Prevents overlapping roles	d) All of the ab	oove	
4.	The full form of CPM is a) Corporate performance management c) Correspondence Planning Management	b) Common Pl	anning management se	
5.	The phases of Performance management cycle include a) Planning, Monitoring b) Reviewing, Rewarding			
	c) Only a	d) Both a & b	-	
Q. 2. 1.	Answer the following. (Any Two) What is the role of Appraisals in Performance Management?		(20)	
2.	Give the various types of Performance appraisal methods.			
3.	Is there any need for annual performance award? If yes why?			
4.	Discuss the errors in Performance Appraisal.			
Q. 3. 1.	Write notes on. (Any Two) Performance planning			(10)
2.	Period of performance evaluatio	n		
3.	Formal versus Informal appraisa	ıl		

SECTION - II

Q. 4. Case Study (15)

A doctor discharged a staff member who had been working for him for nine months. She then claimed that her civil rights were violated and that she was discriminated because of her age. She was 46 years old. During an investigation, the doctor was asked to provide copies of her performance evaluations to justify the contention that the discharge was based on her performance, not her age. No performance evaluations had been given to any employees. This claim led to an out-of-court settlement.

Questions:

- 1. Such claims are made against doctors every day. What can one do to prevent this from happening?
- 2. Give a suitable title to this case.
- 3. What should a good performance review program have? Suggest ideas to the doctor.

Q. 5. Answer the following:

(10)

a) Discuss the Process of performance appraisal in detail.

OR

b) Discuss what is the Top Management's Response to New Appraisal Systems?

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