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End Semester Examination, December 2024
Program-BBA – Vth Semester
PERFORMANCE REWARD MANAGEMENT(SMMC 604A)

Time: 2.5 hrs.

Max Marks: **50**

Note: **All Questions are compulsory.** Marks are indicated against each question.

PART-A

Q.1 *Attempt any five questions:*

- (a) What is the scope of Performance Management? [CO-1] [L-] **2**
- (b) Define Potential Appraisal [CO-1] [L-] **2**
- (c) What do you understand by Performance planning? [CO-1] [L-] **2**
- (d) Write a short note on Performance Management Audit [CO-1] [L-] **2**
- (e) What is Career Development? [CO-1] [L-] **2**
- (f) What do you mean by Freelance workers? [CO-1] [L-] **2**
- (g) Define Mentoring [CO-1] [L-] **2**

2x5

PART-B

- Q.2 How do performance standards set by an organization influence individual employee performance, and discuss the applications of these standards which contribute to overall organizational effectiveness?" [CO-2] [L-] **10**

OR

How would you apply the performance appraisal criteria to evaluate an employee in a department with a different set of responsibilities? [CO-2] [L-] **10**

- Q.3 Discuss the concept of coaching and mentoring used in performance management of employees and analyze its impact on employee performance. [CO-3] [L-] **10**

OR

How do the analyses of performance data be used to support career planning in an organization. [CO-3] [L-] **10**

- Q.4 How does performance monitoring contribute to analyzing and improving a performance management system within an organization? [CO-4] [L-] **10**

OR

What are the learning opportunities offered to an employee within an organization and also analyze its impact on overall organization performance. [CO- 4] [L-] **10**

- Q.5 What are performance management tools used by managers to evaluate the performance of remote and hybrid employees, and how do these tools promote fairness and transparency? [CO-5] [L-] **10**

OR

What are the performance management practices used by organizations to evaluate employee performance in today's scenario.

[CO- 5] [L-] **10**