

Dr. Babasaheb Ambedkar Open University, Ahmedabad

Term-End Examination : January-2026

Course Name : MBA

Subject Name : Performance Management

Subject Code : MBA03EH307

Date : 03-03-2026

Time : 11:30AM TO 01:45PM

Max Marks : 70

Q.-1. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Explain the concept and elements of performance appraisal.
- (2) What is bonus? Write its types and purposes of bonuses.

Q.-2. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) State and explain types of performance appraisal.
- (2) Discuss methods of performance management.

Q.-3. Write answers to any one of the questions given below (in 1,200 words). (14)

- (1) What is job? Discuss various types of Job.
- (2) What is employee self-review? Explain importance of self-review. .

Q.-4. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Write the elements of performance management.
- (2) Explain the types of organizational performance management system.

Q.-5. Write short notes on any three of the following topics. (9)

- (1) Write a note on evolution of performance appraisal.
- (2) What are performance appraisals? Write objectives of performance appraisal.
- (3) Write the criteria of effective performance management.
- (4) What is Accomplishments? Write some of the successful accomplishment claims.
- (5) Explain role of HR in performance management.

Q.-6. Multiple Choice Questions (5)

(1) Purposes of Performance System includes

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|---------------------------|--------------------------|
| A) Administrative Purpose | B) Developmental Purpose |
| C) Strategic Purpose | D) All of the above |

(2) Which of the following is not typically a component of performance management?

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|--------------------------|-----------------------------|
| A) Goal setting | B) Compensation negotiation |
| C) Performance appraisal | D) Feedback and coaching |

(3) Full form of KPI is

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|----------------------------|--------------------------------|
| A) Key present indicators | B) Case performance indicators |
| C) key performance insider | D) key performance indicators |

(4) What is not the benefit of feedback from the following?

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|--------------------|----------------------|
| A) Team assessment | B) Cohesive Team |
| C) Team Building | D) None of the above |

(5) In 360-degree feedback, feedback is gathered from:

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| A) Only peers | B) Only supervisors |
| C) Supervisors, peers, subordinates, and self-assessment | D) Only subordinates |
