41358

BRAINWARE UNIVERSITY

Term End Examination 2025-2026
Programme – BBA-Hons-2023
Course Name – Performance Management
Course Code - BBA60205B
(Semester VI)

Full Marks : 60 **Time : 2:30 Hours**

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question) 1 x 15=15

1. *Choose the correct alternative from the following :*

(i) Demonstrate TCS performance system focus.

a) Ranking employees b) Growth and development
c) Eliminating low performers d) Salary freeze

(ii) Analyze which element links performance with learning.

a) Punishment b) Feedback
c) Surveillance d) Control

(iii) Recognize the appraisal method that uses behavioral anchors

a) Ranking b) BARS
c) Essay d) MBO

(iv) Recall the meaning of SMART goals in appraisal

a) Vague b) Measurable
c) Optional d) Random

(v) Identify which appraisal method is subjective

a) Essay b) MBO
c) BARS d) 360-degree appraisal

(vi) Recognize the outcome of continuous feedback

a) Increased stress b) Immediate correction
c) Delayed action d) Ignored mistakes

(vii) Identify which modern appraisal method involves multiple perspectives

a) Ranking b) Essay
c) 360-degree appraisal d) Checklist

(viii) Recognize which of the following is an example of contingent pay

a) Basic salary b) HRA
c) Performance bonus d) Provident fund

(ix) Distinguish one major problem of contingent pay is

a) Employee empowerment
b) Performance measurement difficulty
c) Skill development
d) Career growth

(x) Identify legal principles in performance management ensure

a) Higher profits
b) Fairness and equality
c) Job enlargement
d) More incentives

(xi) Interpret which is a financial reward

a) Recognition
b) Bonus
c) Job enrichment
d) Promotion

(xii) Identify variable pay provides

a) Fixed costs
b) Cost flexibility
c) Job security
d) Seniority

(xiii) Interpret KPI stands for

a) Key performance indicators
b) Known performance insights
c) Key process index
d) Key profit impact

(xiv) Apply a competency can be defined as

a) Financial reward
b) Behavior or ability required to perform work
c) Wage only
d) Bonus rate

(xv) Identify a financial reward type is

a) Recognition
b) Bonus
c) Training opportunity
d) Flexible work

Group-B

(Short Answer Type Questions) 3 x 5=15

2. Define performance management. (3)
3. Explain the evolution of performance management. (3)
4. Mention any two objectives of performance management. (3)
5. Differentiate between performance appraisal and performance management (any two points). (3)
6. Analyze the purpose of performance appraisal in organizations. (3)

OR

Examine why BARS is considered more objective than traditional rating scales. (3)

Group-C

(Long Answer Type Questions) 5 x 6=30

7. Compare and analyze traditional and modern performance appraisal methods. (5)
8. Implement a performance-linked pay system using a suitable industry example. (5)
9. List the main aims of performance management. (5)
10. Differentiate between performance appraisal and performance management. (5)
11. Evaluate challenges in performance feedback and suggest solutions. (5)
12. Analyze modern trends in performance management. (5)

OR

Evaluate performance management as a tool for organizational success. (5)

****