



BRAINWARE UNIVERSITY

Coursework Examination Examination 2018 – 19 (June 2019)

Programme – Doctor of Philosophy in Management

Course Name – Performance Management & Sustainability Development

Course Code –PHD-MPMS04

Time allotted: 4 Hours

Full Marks: 100

[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)

10 x 1 = 10

1. *Answer the following*
 - (i) Define forced-choice method of performance appraisal.
 - (ii) Define employee performance.
 - (iii) Define Social Cognitive Theory.
 - (iv) Define halo effect.
 - (v) Define green-house effect.
 - (vi) Define sustainable development.
 - (vii) Define corporate social responsibility (CSR).
 - (viii) Define ecotourism.
 - (ix) Define environmental planning.
 - (x) Describe remote sensing.

Group – B

(Short Answer Type Questions)

6 x 5 = 30

Answer any *six* from the following

2. Explain the concept of key performance indicators. 5
3. State the process of drawing up the performance plan. 5

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| 4. | Explain the concept of assessment center. | 5 |
| 5. | Discuss the rater's error in performance appraisal process. | 5 |
| 6. | Briefly discuss the recommendations of Earth Summit in Rio de Janeiro, 1992. | 5 |
| 7. | Illustrate the stakeholders' perspective of corporate social responsibilities. | 5 |
| 8. | Discuss the steps of ecotourism implementation. | 5 |
| 9. | Explain the features of Environmental Impact Assessment (EIA). | 5 |

Group – C

(Long Answer Type Questions)

6 x 10 = 60

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| 10. | Explain Control Theory and its application in performance management. | 15 |
| 11. | Discuss the method of evaluation of performance planning process. | 15 |
| 12. | Explain the significance of documentation of organisational performance. | 15 |
| 13. | Explain various human resource performance indicators. | 15 |
| 14. | Discuss the role of ISO 14001 in controlling the environmental quality of Indian companies. | 15 |
| 15. | Discuss the process of environmental accounting. | 15 |
| 16. | Discuss the scope of sustainability reporting according to the guidelines of Global Reporting Initiative (GRI). | 15 |
| 17. | Illustrate the role of Eco-Management & Audit Scheme (EMAS) in managing the environmental pollution. | 15 |
