



QP CODE: 25805060



25805060

Reg No :

Name :

MBA DEGREE EXAMINATION, NOVEMBER 2025

Third Semester

Master of Business Administration

ELECTIVE - 24MB03FE22 - PERFORMANCE & TALENT MANAGEMENT

2024 Admission Onwards

0A390677

Time: 3 Hours

Maximum Marks: 60

Part A

*Answer any **five** questions. Each question carries **2** marks.*

1. Define Key Result Area (KRA).
2. State any two characteristics of effective feedback.
3. What is performance coaching?
4. Mention any two uses of PM for employee development.
5. State any four objectives of talent management.
6. State any two benefits of talent retention.
7. What are talent management factors?

(5×2 = 10 Marks)

Part B

*Answer any **five** questions. Each question carries **6** marks.*

8. Explain the prerequisites of an effective performance management system.
9. Explain how 360-degree feedback improves employee growth.
10. What are the possible performance measurement issues?
11. Describe the key features of an effective e-PMS and examine how it supports continuous employee development.
12. Evaluate the role of learning & development initiatives in strengthening talent management systems.
13. Explain the stages of the talent management process with suitable examples.





14. Examine the key components of a Talent Management System and its relevance in today's business environment.

(5×6 = 30 Marks)

Part C

*Answer any **two** questions. Each question carries **10** marks.*

Question number 17 is compulsory .

15. Organizations use various Performance Appraisal Methods to evaluate employee effectiveness. Critically examine any four commonly used appraisal methods and explain how the choice of method influences fairness, accuracy, and employee motivation in the appraisal process.
16. "Employee Retention is not merely about reducing turnover; it is about building long-term engagement and value." Evaluate the retention strategies used in organizations and discuss how they support long-term talent sustainability.

Compulsory Question

17. "Goal setting and role clarity are crucial drivers of employee performance." — Discuss this statement considering the components and relevance of KRA, KPA, and KPI.

(2×10 = 20 Marks)

