

QP CODE: 25804914



Reg No :

Name :

MBA DEGREE SUPPLEMENTARY EXAMINATION, NOVEMBER 2025

Third Semester

Master of Business Administration

ELECTIVE - MB820302 - PERFORMANCE AND TALENT MANAGEMENT

2019 Admission Onwards

D55F823A

Time: 3 Hours

Maximum Marks: 60

Part A

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

1. Explain the importance of performance management.
2. What is potential appraisal?
3. Explain the ranking method of performance appraisal.
4. What is PMS?
5. Define talent.
6. What is talent assessment?
7. What is Talent Management Review?

(5×2 = 10 Marks)

Part B

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

8. Explain various types of Key performing Indicators (KPA).
9. Explain the pros and cons of MBO.
10. Describe the probable problems that you may face while executing performance appraisal.
11. List out the various issues of performance measurement.
12. Is it possible to manage talents in a small organization where the number of employees is less than hundreds, Justify your answer?





13. As an HR manager, how will you develop and implement effective talent management system.
14. What are the issues and challenges in the talent management area?

(5×6 = 30 Marks)

Part C

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

Question number 17 is compulsory .

15. Describe the components of Performance Management System.
16. Explain talent management process

Compulsory Question

17. Berkely Investments is a reputed finance company having 15 branches in different parts of the country. In the home office there are more than 200 employees. This company has a performance rating under which the employees are rated at six months intervals by a committee of two executives. Graphic scales have been used as means of appraisal. The qualities considered are responsibility, initiative, and interest in work, leadership potential, co-operative attitude and community activity. After the performance is evaluated, the ratings are discussed with the concerned employees by their immediate boss who counsels them. The ratings aroused to influence promotions and salary adjustments the employees and also as a criterion for assigning further rating for them. Recently three employees of the company called on the company's president to express their dissatisfaction with the ratings they had received. Their scores and composite ratings had been discussed with them. Because their ratings were comparatively low, they had been denied annual increments in salary. Approximately, two thirds of all the employees received such increments. The aggrieved employees argued that their ratings did not accurately represent their qualifications or performance. They insisted that "community activity" was not actually a part of their job and that what they do off the job is none of the company's business. They expressed their opinion that employees should organize union and insist that salary increase be automatic. The threat of a union caused concern to the officers of the company. This particular experience convinced the top officers that ratings may represent a serious hazard to satisfactory relationship with employees. Even the chief executive finds that performance appraisal is a dangerous source of friction and its hazards outweigh its values; so it should be discontinued altogether. Questions: 1. How far do you agree with the management that performance appraisal should be discontinued? 2. If you were the HR manager, how would you tackle the situation? 3. What modifications would you suggest in the performance appraisal system of the company?

(2×10 = 20 Marks)

