



QP CODE: 26801882



26801882

Reg No :

Name :

MBA DEGREE SPECIAL REAPPEARANCE EXAMINATION APRIL 2026

Third Semester

MASTER OF BUSINESS ADMINISTRATION

ELECTIVE - 24MB03FE22 - PERFORMANCE & TALENT MANAGEMENT

2024 ADMISSION ONLY

F1D5DED1

Time: 3 Hours

Maximum Marks: 60

Part A

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

1. Define performance management.
2. Write a note on Appraisal through MBO.
3. Mention any four challenges faced by HR in Performance Management.
4. What is employee development?
5. Define talent pool.
6. What is competency mapping?
7. Define "critical success factors" in talent management.

(5×2 = 10 Marks)

Part B

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

8. Explain how KRAs and KPIs contribute to organisational performance.
9. Explain the process of performance management system.
10. Describe the processes of performance Coaching.
11. Explain the principles of Development and Implementation.
12. Explain the challenges related to talent acquisition in a competitive job market.
13. Explain how internal and external factors affect the effectiveness of talent management practices.
14. Discuss the challenges in implementing each stage of the talent management process.

(5×6 = 30 Marks)





Part C

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

Question number 17 is compulsory .

15. "Organizations often struggle with bias and inconsistency in their appraisal systems." In this context, explain how a well-structured Performance Appraisal System can help the organization to ensure fairness, accuracy, and employee development.
16. "Performance Appraisal is effective only when it leads to measurable performance improvement." Examine the link between appraisal outcomes, feedback mechanisms, and performance improvement plans.

Compulsory Question

17. "Effective talent development accelerates organizational capability and creates competitive advantage." — Discuss this statement with examples.

(2×10 = 20 Marks)

