

QP CODE: 26019628



Reg No :

Name :

M.Com DEGREE (CSS) EXAMINATION, MARCH 2026

Fourth Semester

Master of Commerce and Management

ELECTIVE - CM910401 - PERFORMANCE MANAGEMENT

2020 Admission Onwards

B38D407D

Time: 3 Hours

Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

Weight 1 each.

1. What is mean by compensation designing?
2. What do you mean by 360 degree feedback?
3. What do you mean by Performance Management?
4. Describe Performance Management process.
5. Describe the Rater motivation model.
6. Who is a transformational leader?
7. What is trait approach of measuring performance?
8. What are the quantitative measures of performance?
9. Explain the developing of performance management system.
10. Write a note on implementing performance management system.

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

Weight 2 each.

11. State the difference between Performance Appraisal and Performance Management.
12. Briefly explain a) Appraisal form b) Appraisal meetings





13. What is balanced score card? What are its characteristics?
14. Write a note on performance management and reward practices.
15. Explain performance management as a tool for employee empowerment.
16. Explain role of line managers in performance management.
17. Briefly explain electronic performance management system.
18. Write a note on ethics in performance Management.

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

*Weight **5** each.*

19. Write notes on a) Training and development b) Compensation designing c) Human Resource Planning d) Appraisal period
20. What are the different types of feedback?
21. What is team performance management? Explain its purpose and challenges.
22. Explain the various performance appraisal practices in Indian organisations.

(2×5=10 weightage)

