STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086
(For candidates admitted during the academic year 2023 -2024)

M.A. DEGREE EXAMINATION, NOVEMBER 2023
HUMAN RESOURCE MANAGEMENT
FIRST SEMESTER

COURSE   : ELECTIVE
PAPER   : PERFORMANCE APPRAISAL
SUBJECTCODE : 23HR/PE/PA15
TIME   : 3 HOURS   **MAX MARKS : 100**

Q. No.	SECTION A Answer ALL in 50 words (10x2= 20 marks)	CO	KL
1	Recall the concept performance appraisal with its features.	1	1
2	Outline the challenges in performance appraisal.	1	1
3	Define the term performance appraisal.	1	1
4	Describe the concept competency mapping.	1	1
5	Explain the term fair wages.	1	1
6	Describe the factors affecting wages of workers.	1	2
7	Explain the meaning of incentives.	1	2
8	Explain the term fringe benefits..	1	2
9	Define employee performance metrics.	1	2
10	Outline the term performance counselling.	1	2
Q. No.	SECTION B Answer any TWO questions from each K level not exceeding 600 words. (4X10=40 marks)	CO	KL
11	Illustrate the objectives of performance appraisal.	2	3
12	Evaluate the performance appraisal process.	2	3
13	Explain the steps in setting performance criteria.	2	3
14	Explain the Essentials of Sound Wage and Salary Structure.	3	4
15	Point out the types of reward management in organizations.	3	4
16	Appraise the various performance metrics categories with suitable examples.	3	4
Q. No.	SECTION C Answer any ONE question from each K level (2 x20 = 40 marks)	CO	KL
17	Compare traditional and modern methods of performance appraisal methods.	4	5
18	Summarize the objectives, principles and process of competency mapping.	4	5

19	Background: XYZ Corporation is a large manufacturing company with a diverse workforce. The company has been facing performance issues among some of its employees, resulting in decreased productivity and morale. To address these issues, XYZ Corporation decides to implement performance counselling as a proactive approach to improving employee performance and engagement. Challenge: The challenges faced by XYZ Corporation include: Performance Issues: Several employees are consistently failing to meet their performance targets and quality standards. Low Morale: The decline in performance has led to low morale among both the struggling employees and their colleagues. Lack of Communication: There is a lack of open and effective communication between managers and employees regarding performance expectations and feedback. Questions for Discussion. Integrate the features, process and skills of performance counselling.	5	6
20	ABC Corporation is a medium-sized manufacturing company with a workforce of around 500 employees. The company conducts annual performance appraisals for its employees to evaluate their performance, provide feedback, and make decisions related to promotions and salary increases. Challenge: Despite the well-intentioned performance appraisal process, ABC Corporation faces several challenges that hinder its effectiveness: Question : 1.Write on the common problems faced by the organizations on performance appraisal. 2. Provide action plan to solve the challenges.	5	6

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