

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

M.A. DEGREE EXAMINATION, NOVEMBER 2024
HUMAN RESOURCE MANAGEMENT
FIRST SEMESTER

COURSE : ELECTIVE
PAPER : PERFORMANCE APPRAISAL
SUBJECT CODE : 23HR/PE/PA15
TIME : 3 HOURS

MAX MARKS : 100

Q. No.	SECTION A	CO	KL
	Answer ALL in 50 words. (10 x 2 = 20 marks)		
1.	What is meant by Performance Management Cycle?	CO1	K1
2.	What is profit Sharing ?	CO1	K1
3.	What is meant by competency mapping ?	CO1	K1
4.	Define Wages.	CO1	K1
5.	List down few problems faced by companies in appraisal	CO1	K1
6.	State the objectives of performance appraisal.	CO1	K2
7.	List the tools of performance appraisal.	CO1	K2
8.	Mention the essentials of Sound Wage.	CO1	K2
9.	Mention the importance of performance management.	CO1	K2
10.	State the advantage of incentives.	CO1	K2
Q. No.	SECTION B	CO	KL
	Answer any TWO question from each K level not exceeding 600 words. (4 x 10 = 40 marks)		
11.	Discuss the process of appraisal with example.	CO2	K3
12.	Enumerate the steps in performance criteria.	CO2	K3
13.	Write a note on different types of Wages	CO2	K3
14.	Explain the different types of Rewards in detail.	CO3	K4
15.	Describe the various Performance metrics.	CO3	K4
16.	Discuss the process of performance counseling	CO3	K4
Q. No.	SECTION C	CO	KL
	Answer any ONE question from each K level (2 x 20 = 40 marks)		
17.	Compare the traditional and modern methods of performance appraisal methods	CO4	K5
18.	Discuss the types of Incentive Plans with suitable example.	CO4	K5
19.	You are the manager of a team of 20 customer service representatives in a retail company. The company has recently implemented a performance appraisal system, and it's time to conduct the first round of performance evaluations for your team. You want to ensure that the performance appraisals are conducted effectively and that your team understands the process. What steps would you take to conduct effective performance appraisals for your team, and how would you communicate the process to your team?	CO5	K6
20.	Discuss the various fringe benefits offered in India.	CO5	K6
