

Total No. of printed pages = 4

BA 13240H1

Roll No. of candidate

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2017

**MBA 4th Semester End-Term Examination**  
**PERFORMANCE APPRAISAL TRAINING**  
**AND DEVELOPMENT (PATD)**

Full Marks-100 Pass Marks-35 Time-Three hours

The figures in the margin indicate full marks  
for the questions.

**GROUP - A**

1. Answer any *six* from the following questions :

6×5=30

(a) Define Performance Appraisal as a function  
of Human Resource Management (HRM).

(b) Differentiate between Training and Develop-  
ment.

(c) What are the implications of Performance  
Management System on Knowledge  
Management ?

[Turn over

(d) What are the sources of data for training implementation ?

(e) "Trainers are experts and they don't need training. Discuss.

(f) Establish co-relation between Compensation Management and Performance Appraisal.

(g) List and very briefly describe the common rating errors of Performance Management System.

(h) How does an effective Performance Appraisal serve as a tool for competitive advantage of a firm ?

(i) Write a short note on Outward Bound Learning (OBL).

#### GROUP - B

2. Answer any *four* from the following questions :  
4×10=40

(a) "Performance review is critical for the success of the Performance Management Process." Elucidate.

(b) Discuss the six component analysis of needs (Training Need Analysis).

(c) Describe the characteristics of an effective training design.

(d) Define the term Organizational Conflict and explain its impact on employee performance.

(e) Discuss the systems model of Performance Management.

(f) Explain the Kirkpatrick's Evaluation Model.

(g) What is Training Implementation ? Explain the various approaches to Training Implementation.  
2+8=10

#### GROUP - C

3. Answer any *two* from the following questions :  
2×15=30

(a) Write short notes on any *three* from the following :  
5×3=15

(i) Executive coaching

(ii) Balanced scorecard method

(iii) E-learning

(iv) BARS

(v) On the job training (OJT).

(b) "Communication is critical for maintaining an effective Performance Management and Appraisal System." Discuss with relevant examples.

(c) Define Job Analysis as a tool of effective Performance Management System. Discuss the sources of data for job analysis.

5+10=15

(d) Discuss the various approaches to Performance appraisal.

*Adm*

*Ans*