

HR- ELECTIVE
PERFORMANCE MANAGEMENT
IMPORTANT QUESTIONS FOR EXTERNAL EXAM

Essay Questions

Unit 1

1. explain various methods of performance appraisal.
2. cycle of performance appraisal
3. explain the different approaches for measuring performance.
4. determinants of job performance
5. describe and explain in detail the process of performance planning
6. write the steps and performance management process
7. define performance management system and also tell how it influences performance of both individual and organisation

Unit 2

1. Write about 360° appraisal method and also tell what are the parties involved in 360° appraisal method
2. attribution theory
3. critical incident and explain the worksheet
4. write about the strategy that helps reach training objectives through performance improvement
5. explain the features of good performance management system
6. write about performance analysis and explain how to improve the performance of employees within an organisation
7. what is an assessment centre? Write about the objectives and characteristics of assessment Centre.

Unit 3

1. Explain AFQM excellence model of performance.
2. what is benchmarking, types of benchmarking and process of benchmarking and performance management?
3. Yerkes Dodson's law
4. factors shaping performance management
5. write about human information, processing, and performance
6. what is PM pathway analysis and explain in detail
7. performance audit, discuss the benefits
8. impact of performance management, online managers, and employees

Unit 4

1. Describe the CIPD human capital framework.
2. McBer's generic managerial competency model.
3. competency and contribution related Pay model
4. competency casual flow model
5. what is balance scorecard and write about the components of balance scorecard
6. performance measurement pyramid

Unit 5

1. ATI performance improvement model.
2. DHL & RCN model of performance management
3. Gilbert's performance matrix
4. Smart pyramid
5. Magers and pipers trouble shooting model
6. spangenberg's integrated model of PM
7. sears model for organisational performance

Short Questions

1. KPA's
2. psychometric test
3. PM audit
4. balance scorecard
5. casual matrix
6. performance measurement
7. sears model
8. performance loop
9. competency gap
10. 360° appraisal
11. managerial competency
12. performance management
13. smart pyramid
14. EFQM model
15. performance analysis
16. critical incident
17. cafeteria benefits
18. performance matrix