

**MEASI INSTITUTE OF MANAGEMENT**  
**CHENNAI – 600014**

**PERFORMANCE MANAGEMENT**

**QUESTION BANK**

1. Describe the concept and perspective of performance management.
2. Trace the historical development of Performance Management.
3. Enlist the types of integration of performance management.
4. Discuss the brief philosophy behind performance management.
5. What are the pre-requisites of performance management?
6. Performance management is a key to success. Do you agree?
7. Design and explain performance management model.
8. Bring out the benefits and imperatives of performance management.
9. What are the challenges to performance management to organization in today's business scenario?
10. Write short notes on:
  - a. Competencies and resources
  - b. Five factor model
  - c. Vertical integration
11. What are the essential features of performance management systems? And also outline new trends in performance management.
12. What are the concept and perspective on performance management system?
13. What are the objectives of performance management system?
14. Describe the characteristics of performance management system.
15. What are the functions of performance management system?
16. Write a note on e-performance management.
17. Discuss competency based performance management system.
18. What are the pre-requisites of performance management system.
19. Why do different organizations have different performance management systems?
20. Performance management system is a strategic process, illustrate.

21. What is performance planning?
22. Explain the process of Performance planning.
23. Describe the objectives and importance of performance planning.
24. Enlist the principles of performance planning
25. Write a short note on setting performance criteria with suitable example.
26. Describe the concept and perspective of performance managing
27. Give examples to illustrate importance of performance managing.
28. Why is performance managing importance in performance management process.
29. How performance managing supports performance planning?
30. Design the process of performance managing for a management consultancy firm.
  
31. What is performance appraisal? Enlist the objectives and importance of performance appraisal.
32. What are different approaches to performance appraisal?
33. Discuss the process of performance appraisal followed in an organization.
34. Discuss different methods of performance Appraisal and suggest which methods you like the most and why?
35. What is forced-choice rating scale in stocktaking potential?
36. What are the common rater's problems? How can they be overcome?
37. Write short notes on the following:
  1. Performance appraisal system.
  2. Assessment centers.
  3. Performance standard
  4. Review skills
38. What is Competency Mapping?
39. "Competency is linked to performance planning". Do you agree?
40. What are the elements of an effective Appraisal System?
  
41. How can performance Management bring about change in an organization?
42. What is a high performance team?
43. What are the criteria for success of performance management in all organisations?
44. Discuss the role of recognition and rewards in Performance Management.

45. Discuss some performance review difficulties.
46. Discuss the significance of rewards in performance management. Can reward contribute for enhancing performance of employees?
47. Write the difference between Performance Appraisal and Performance Management.
48. What is the relationship between job satisfaction and job performance?
49. What are general deficiencies in competencies and roles of HR professionals in the context of Indian organizations?
50. Enlist the effective and strategic roles for HR professionals.