



**K. K. Wagh Institute of Engineering Education & Research, Nashik**  
(An Autonomous Institute From A. Y. 2022-23)

SUMMER-2024	
Exam Seat No.:	
Academic Year:2023-2024	Semester:IV
Class:-SY	Program:MBA
Branch Code:M.B.A.	Pattern:2022
Name of Course:Performance Management System	Course Code:MBA224305
Max. Marks:60	Duration:2.30 Hrs.

**Instructions:** Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.

1. This question paper contains 2 page(s).
2. Answer to each new question is to be started on a new page.
3. Assume suitable data wherever required, but justify it.
4. Draw the neat labelled diagrams, wherever necessary.
5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.

**Question No. 1 Attempt following Question**

- 1a) Explain Management By Objective (MBO) with example. (6) CO1

**Question No. 2 Attempt following Question**

- 2a) How does performance management work? (6) CO2

**Question No. 3 Attempt following Question**

- 3a) Define Performance Pay and its form. (8) CO3

**OR**

- 3b) Explain 540 Degree Feedback and its importance? (8) CO3

- 3c) What are individual performance standards, and why are they important for organizations? (8) CO3

**OR**

- 3d) What benchmarks or standards do you compare your performance against? (8) CO3

**Question No. 4 Attempt following Question**

- 4a) What specific areas of performance do you aim to improve? (8) CO4

**OR**

- 4b) How do you identify opportunities for performance improvement within your organization or project? (8) CO4

- 4c) What are the key objectives or goals that performance measurement aims to assess? (8) CO4

**OR**

- 4d) What types of rewards are currently offered within the organization? (8) CO4

**Question No. 5 Attempt following Question**

- 5a) How do you identify training needs within the organization as part of the Performance Management System? (8) CO5

**OR**

- 5b) How accessible are training and development opportunities to all employees? (8) CO5

- 5c) What criteria are used to evaluate performance within the performance agreement? (8) CO5

**OR**

- 5d) How transparent is the process of developing and finalizing performance agreements? (8) CO5

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