

# UNIVERSITY OF COLOMBO - SRI LANKA

## FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration (Level II – Semester VII) Examination - 2017

### HRM 2205 – Performance Management

Two (02) Hours Only

You are required to answer four (04) questions.

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1. "Performance management has a clear distinction over performance appraisal"
  - i. Comment on the above statement in light of the substantial theoretical base. (10 Marks)
  - ii. Discuss, determinations of employee performance. (15 Marks)

**(Total 25 marks)**
2. 'Performance management has been linked to all other key result areas of Human Resource Management'
  - i. Discuss the link between performance management and other key result areas of human resource management. Your discussion should be supported with appropriate examples. (10 Marks)
  - ii. Compare the role of modern performance management with the traditional personal management. (15 Marks)

**(Total 25 marks)**
3. "Recognition of different components of performance would be important with reference to performance management cycle."
  - i. List different stages of performance management cycle and explain them in brief. (10 Marks)
  - ii. Elaborate the obstacles face by a human resource manager in implementing performance management initiatives. (15 Marks)

**(Total 25 marks)**

4. 'Career management is directly linked with performance management and it has been recognized as an inbuilt component of employee management.'

i. Discuss the link between career management and performance management.

(10 Marks)

ii. Explain the different practices used for performance evaluation in different organizations.

(15 Marks)

**(Total 25 marks)**

5. Management as well as employees is responsible for performance enhancement of an organization.

i. Discuss the role of performance evaluation in enhancing employee performance in practice.

(10 Marks)

ii. Discuss common errors of performance evaluation and strategies to overcome them.

(15 Marks)

**(Total 25 marks)**

6. 'Performance evaluation is linked to the organizational strategic plan through various human resource initiatives'.

i. Prepare a performance evaluation sheet for a selected job position in a selected organization

(10 Marks)

ii. Discuss the role of supervisor on performance management and evaluation of his subordinates.

(15 Marks)

**(Total 25 marks)**