

PERFORMANCE MANAGEMENT & CAREER PLANNING

Attempt any five questions from the following

1. Define Performance Management. Explain its **features, components, objectives, and importance** in modern organizations.
2. Discuss the **evolution of Performance Management**. How has it shifted from traditional appraisal systems to strategic performance management?
3. Explain the **Performance Management Process** in detail. What are the **prerequisites** for its successful implementation?
4. Examine the **scope of Performance Management** and explain its relevance in today's competitive business environment.
5. Describe the **linkage between Performance Management and other HR functions** such as training, compensation, and career development.
6. Differentiate between **Performance Management and Performance Appraisal**. How do they complement each other?
7. Explain the **Performance Management Cycle** with suitable examples.
8. Discuss the **best practices in Performance Management** adopted by leading organizations.
9. Analyse the **future of Performance Management** in the context of globalization, remote work, and changing workforce expectations.
10. Explain the **role of technology in Performance Management**, highlighting modern digital tools and HR analytics.
11. Define **Performance Planning**. Explain its **objectives and steps involved in setting performance criteria**.
12. Discuss **performance benchmarking** as a tool for improving employee and organizational performance.
13. Explain **Performance Managing**. Describe its **objectives and process** in detail.
14. Define **Performance Appraisal**. Explain the **Trait Approach, Behaviour Approach, and Result Approach** of performance appraisal.
15. Explain **Performance Monitoring**. Discuss its **meaning, objectives, and process**.
16. Discuss the **strategies for effective implementation of Performance Management systems** in organizations.
17. Explain how **Performance Management can be linked to compensation**. What are the benefits and challenges of this linkage?]
18. Discuss the **concept of High Performance Teams** and their role in achieving organizational excellence.
19. Explain **Ethical Performance Management**. Discuss its **principles, significance, and ethical issues** involved in the process.
20. Describe the **Code of Ethics in Performance Management** and explain how organizations can build an **ethical performance culture**.
21. Discuss **under performers** in organizations. Explain various **approaches to manage underperformance**, including retraining.
22. Examine the **key issues and challenges in Performance Management systems** faced by organizations today.
23. Explain the concept of **Potential Appraisal**. Discuss its **steps, advantages, and limitations**.
24. Discuss different **pay criteria** such as **performance-related pay, competence-related pay, team-based pay, and contribution-related pay**.

25. Define **Career Planning and Career Development**. Explain the steps in career planning, the role of mentor, and the impact of technology and changing organizational structures on career patterns.