

BHR 4406: PERFORMANCE MANAGEMENT

QUESTION 1 (Compulsory)

- a) Define Performance Management. **(2 marks)**
- b) Describe the characteristics of a performance management system. **(6 marks)**
- c) Discuss the steps required in designing an effective performance management process. **(22 marks)**

QUESTION 2

- a) Differentiate between performance management and performance appraisal. **(10 marks)**
- b) Discuss the role of management in ensuring management of employee performance. **(10 marks)**

QUESTION 3

- a) Discuss the main objectives of employee benefits policy in an organization. **(10 marks)**
- b) Discuss the merits and demerits of team-based pay schemes. **(10 marks)**

QUESTION 4

- a) Describe the 360 – degree performance appraisal systems pointing out its strengths and weaknesses. **(12 marks)**
- b) Discuss the possible shortcomings of performance appraisals. **(8 marks)**

QUESTION 5

- a) A policy on wages and salaries should be an integral part of the personnel function, and should be linked to the overall corporate objectives and related to the manpower and development policies. Discuss the characteristics that such a policy should have. **(10 marks)**
- b) Discuss the objectives of a wage and salary administration. **(10 marks)**