

THE OPEN UNIVERSITY OF SRI LANKA
 FACULTY OF MANAGEMENT STUDIES
 BACHELOR OF MANAGEMENT STUDIES HONOURS IN HRM
 HRU6413 – PERFORMANCE MANAGEMENT
 FINAL EXAMINATION – 2025/2026
 DURATION – THREE (03) HOURS



DATE: 14.06.2026

TIME: 01.30 P.M. – 04.30 P.M.

INSTRUCTIONS:

- Answer any Five (05) questions. All the questions carry equal marks.
- Answer should be written neatly and focused.

Question 01.

“Performance appraisal is an important tool used by organizations to improve employee performance and achieve organizational goals.”

Based on this statement, explain the concept of performance appraisal and discuss its importance from the organization’s point of view. (20 Marks)

Question 02

“Without a formal performance appraisal system, employee evaluation may become subjective and unfair.”

Critically examine this statement with suitable organizational examples. (20 Marks)

Question 03

“360-degree feedback provides a broader and more objective evaluation of employee performance.”

Critically discuss the effectiveness of the 360-degree feedback evaluation method. (20 Marks)

Question 04

“Bias and rating errors are major challenges in achieving accurate performance appraisal results.”

Discuss the common appraisal errors and their impact on organizational effectiveness.

(20 Marks)

Question 05.

- “Performance-based rewards encourage employees to achieve higher levels of performance.”

Discuss the benefits of linking performance appraisal to rewards.

(10 Marks)

- b. "Self-auditing can improve employee performance and future development when implemented properly."

Evaluate the advantages of self-auditing in organizations.

(10 Marks)

(20 Marks)

Question 06

Write short notes for five (05) of the following.

01. Informational benefits of performance appraisal.
02. Electronic performance monitoring.
03. Halo effect.
04. Management by objectives.
05. The Xerox experience
06. Judgment aversion

(04*05= 20 Marks)

(Total 100 Marks)

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