

0006
00071

THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION -2015 SEMESTER II
MCP 2338- PERFORMANCE MANAGEMENT AND COMPENSATION
DURATION: THREE (3) HOURS



DATE: 20th December 2015	Time: 1.30 p.m. - 4.30 p.m.
--	------------------------------------

INSTRUCTIONS

- Answer any five (5) questions.
 - Each answer carries 20 marks.
 - Illegible handwriting will cause loss of marks.
1. What are the main thrusts of Performance Management and explain how the thrust areas should be approached by Human Resource Practitioners.
 2. Human Resource Competencies and HR Management Systems influence the competitive advantage of a company. Describe using suitable examples from the west (US and Europe) as well as East (Japan, China, Korea, India etc.), how globally competitive companies achieve and sustain human resource competency based competitive advantage.
 3. “Human Resource Departments should give greater attention to mitigate the problem of rating errors in the process of performance evaluation”. Comment on this statement, citing examples from your own work experiences.
 4. Compare and contrast Balance Score Card Method with 360 degree performance evaluation method. Explain the merits of 360 degree performance evaluation method.
 5. “Performance review interview is a central pillar of performance management process”. Elaborate the role of an appraiser and an appraisee in a process of performance review interview.
 6. Evaluate the applicability and validity of Trait Approach and Behavioral Approach in measuring performance in contemporary organizations. Highlight suitable examples from industry to support your answer.

“COPY RIGHT RESERVED”