



The Open University of Sri Lanka
Master of Business Administration in Human Resource Management 2016
Final Examination -2016 Semester II
MCP 2338 - Performance Management and Compensation
Duration: Three (3) Hours

Date: 10th December 2016

Time: 9.30am-12.30 noon

Answer any five (05) questions. Each answer carries 20 marks.

01. Describe the present performance management system in your organization in relation to aspects of employee placement, performance evaluation, employee competency mapping & development, motivation and rewarding. Suggest alternative means to improve the said performance management system.
02. Using most suitable examples describe the merits and demerits of 360-degree feedback system as a part of performance management system in an organization.
03. Describe the different coaching styles that can be followed by coaches, highlighting the positive and negative effects of each style.
04. Elaborate how you would use psychometric testing to identify self-motivation of a candidate during the process of selecting a Marketing Manager for a Fast Moving Consumer Goods (FMCG) Company.
 - (a) "Rating errors are an inherent issue in the processes of performance evaluation in most of the organizations". Do you agree or disagree with the said statement. Explain using most suitable examples and justifications based on your own experience. (08 Marks)
 - (c) Is it possible to completely eliminate the said rating errors, if it is, how? Explain. (12 Marks)
05. Critically examine the role of a manager who manage the Performance in an organization (20 Marks)

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