0019

THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT
FINAL EXAMINATION-2023
MCP2338/MSPA9338/HRP9338- PERFORMANCE MANAGEMENT
DURATION: 03 HOURS

DATE: 16.09.2023 TIME:1.30pm - 4.30pm

No. of Questions: 06
Instructions: Answer any five questions. All questions carry equal marks.
Please note that illegible handwriting will result in loss of marks.

1. How could you effectively cascade organizational strategic goals towards individual objectives via the existing Performance Management System?" Explain with an organizational practical example. (20Marks)

2. (a) What role does constructive feedback play in year-end performance review discussion? (10Marks)
   (b) How can organizations ensure that superiors use professional coaching approach? (10 Marks)

3. Can you describe an example where a company successfully implemented a Performance Management System (PMS) and their key strategies and practical challenges to improve employee productivity and organizational effectiveness? (20Marks)

4. "Dealing with underperformers is paramount important in both public and private sector organizations. How would you formulate an effective strategy using your coaching knowledge to manage poor performers in your organization? (20 Marks)

5. How would you introduce an effective Individual Development Plan (IDP) to link employees' performance outcomes with their performance enhancement? (20Marks)

6. "Linking of rewards with performance ratings is a common scenario in majority of Performance Management Systems" Comment on the above statement highlighting pros and cons of the same? (20Marks)

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