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| **SESSION** | **AUG-SEP 2023** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **IV** |
| **COURSE CODE & NAME** | **DHRM402-PERFORMANCE MANAGEMENT & APPRAISAL** |
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**Assignment Set – 1**

**1. Differentiate between Performance Management and Performance Appraisal 10**

**Ans 1.**

Performance Management and Performance Appraisal are two distinct but closely related concepts within the realm of human resource management. While they share common goals of improving employee performance, they differ in their scope, purpose, and the way they are implemented within an organization.Performance Management is a comprehensive and ongoing process that involves managing the performance of individuals and teams to achieve organizational goals.

**2. Explain control theory with its application in performance management. 10**

**Ans 2.**

Control theory is a conceptual framework that originated in engineering and has found applications in various fields, including management. In the context of performance management, control theory provides a systematic approach to regulate and optimize organizational processes and activities. This theory involves the establishment of standards, measurement of actual performance, comparison of actual performance against standards

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**3. Describe the principles of performance management in brief. 10**

**Ans 3.**

Performance management is a systematic process designed to improve organizational performance by enhancing the performance of individuals and teams within the organization. It involves a set of principles and practices aimed at setting expectations, monitoring progress, providing feedback, and continuously improving performance.

**Goal Setting:** Performance management begins with the establishment of clear and specific goals.

**Assignment Set – 2**

**4. Explain the components of feedback.**

**Ans .4**

Feedback is a critical component of communication and performance management, providing individuals with information about their actions, behaviors, or outcomes. It serves as a valuable tool for learning, improvement, and personal development. Effective feedback typically consists of several key components that contribute to its clarity, relevance, and impact. Here are the main components of feedback:

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**5. Discuss the advantages and disadvantages of Model 4 of performance management.**

**Ans 5.**

Performance management is a crucial aspect of organizational success, and Model 4 represents a contemporary approach that emphasizes continuous feedback and development. As with any performance management model, there are both advantages and disadvantages associated with Model. One of the primary advantages of Model 4 is its emphasis on continuous feedback., fostering a culture of openness and communication.

**6. Enumerate four advantages of automation of PM.**

**Ans 6.**

Project Management (PM) is a complex and multifaceted discipline that involves planning, executing, and closing projects to achieve specific goals and objectives. Automation of project management processes can offer numerous advantages, streamlining workflows, reducing errors, and enhancing overall efficiency. Here are four key advantages of automating project management with a focus on human involvement rather than artificial intelligence (AI):