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| **SESSION** | **FEBRUARY - MARCH 2024** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **4** |
| **COURSE CODE & NAME** | **DHRM402 – PERFORMANCE MANAGEMENT & APPRAISAL** |
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**Assignment Set – 1**

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

**Ans 1.**

**Differentiating Performance Management and Performance Appraisal**

Performance Management and Performance Appraisal are two crucial elements of managing human resources that aim to improve employee performance and the effectiveness of an organization. Although they are interconnected they have distinct functions and require different processes.

**Performance Management:**

Performance Management is a continuous process that consists of a variety of actions designed to ensure that the goals of the organization are achieved in a timely and efficient way. It involves

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

**Ans 2.**

**Control Theory and Its Application in Performance Management**

Control Theory is a term derived from the theory of systems, focusing on the control and maintenance of standards for performance to attain desired results. It suggests that human behavior is influenced by feedback mechanisms that measure the actual performance to standards, and prompt corrective actions when there are discrepancies. Within the framework of management of performance, Control Theory provides a method to ensure that an employee's performance is in line with the company's goals by monitoring and adjusting continuously.

**Understanding Control Theory:** Control Theory is, at its heart is based on the concept that self-

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

**Ans 3.**

**Principles of Performance Management**

The concept of performance management can be described as a comprehensive and strategic method that aims to improve the performance of individuals as well as teams in order to meet organizational goals. It is a set of principles that govern the process to ensure that it is efficient fair, equitable, and in line with the goals of the company.

**Alignment with Alignment with Organizational Goals:** One of the fundamental principles of performance management is coordinating team and individual performance to the larger

**Assignment Set – 2**

**4. Explain the components of feedback. 10**

**Ans 4.**

**Components of Feedback**

Feedback is an essential component of performance management and plays a vital role in helping employees achieve improvement in performance and growth. Effective feedback includes a variety of key elements that make sure it is effective, actionable, and effective.

**Specificity:** The most crucial components of feedback is the specificity. Feedback must be precise and clear and focus on specific behaviors or results rather than general remarks. Specific feedback can help employees comprehend precisely what they did well or need to improve and provides a clear plan to follow for the future. For instance, instead of simply saying "good job,""

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

**Ans 5.**

**Advantages and Disadvantages of Model 4 of Performance Management**

Model 4 of performance management, commonly called an "results-oriented" as well as an "outcome-based" method, focuses on the achievement of specific outcomes and results. This model is focused on setting specific, quantifiable goals and assessing the performance of employees by the achievement of the objectives. Although it has many advantages however, it comes with some disadvantages.

**Benefits from Model 4:**

**Clear Goals and Focus:** The main benefits that comes with Model 4 is its emphasis on specific,

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

**Ans 6.**

**Four Advantages of Automating Performance Management**

Automating performance management (PM) has changed the way that organizations monitor and evaluate the performance of employees. Utilizing technology to streamline PM processes has numerous advantages that increase the efficiency of an organization and its effectiveness. Here are four benefits of implementing a system for managing performance.

**1. Efficiency and time savings:** The automation of performance management greatly improves