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| **SESSION** | **FEB MARCH 2025** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **IV** |
| **COURSE CODE & NAME** | **DHRM402 AND PERFORMANCE MANAGEMENT & APPRAISAL** |
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**Assignment Set – 1**

**Q1. Explain the evolution of performance management.**

**Ans 1.**

**Evolution of Performance Management**

**Early Foundations of Performance Appraisal**

The concept of performance management has evolved over many decades. In the early 20th century, organizations began recognizing the need to evaluate employee output to ensure efficiency. The earliest systems were merely performance appraisals focused on evaluating past performance. These were largely top-down, judgmental processes where supervisors rated employees annually based on their behavior or output. This approach was rigid, lacked

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**Q2. Describe goal theory and its application in performance management.**

**Ans 2.**

**Concept of Goal Theory**

Goal theory, developed by Edwin Locke in the 1960s, asserts that setting specific and challenging goals leads to higher levels of employee performance. According to this theory, goals serve as motivators because they direct attention, mobilize effort, increase persistence, and promote the development of strategies and action plans. Employees perform better when

**Q3. Write short notes on:**

**a. Principle of specificity**

**b. Principle of measurability**

**Ans 3.**

**a. Principle of Specificity**

**Understanding the Principle of Specificity**

The principle of specificity is a fundamental guideline in performance management and goal setting that emphasizes the need for clearly defined and detailed objectives. It implies that performance goals should be tailored to specific job roles, tasks, or competencies. Vague or general goals can lead to confusion, misinterpretation, and lack of direction, whereas specific goals provide a clear roadmap for what is expected from the employee.

**Importance in Performance Management**

Specific goals enhance employee focus and improve motivation because they leave little room

**Assignment Set – 2**

**Q4. Briefly explain the role of feedback in the performance appraisal feedback system.**

**Ans 4.**

**Role of Feedback in the Performance Appraisal Feedback System**

**Feedback in Appraisals**

Feedback plays a central role in the performance appraisal process. It serves as a communication bridge between employees and managers, ensuring that employees are aware of how their work is perceived, what they are doing well, and where they need to improve. Constructive feedback, when delivered effectively, can significantly enhance employee motivation, performance, and growth.

**Continuous Improvement and Development**

The core function of feedback in appraisal is to facilitate continuous improvement. When

**Q5. Discuss the merits and demerits of 360-degree appraisal.**

**Ans 5.**

**Merits and Demerits of 360-Degree Appraisal**

**360-Degree Appraisal**

The 360-degree appraisal is a comprehensive feedback system where an employee’s performance is evaluated not just by their immediate supervisor, but also by peers, subordinates, and sometimes even external stakeholders like clients. It provides a multi-dimensional view of performance, behavior, and interpersonal skills, making it a widely adopted method in modern performance management systems.

**Merits of 360-Degree Appraisal**

One of the key advantages of the 360-degree appraisal system is its holistic approach. Since it gathers feedback from multiple sources, it provides a more balanced and complete picture of

**Q6. Discuss the challenges of linking performance with rewards.**

**Ans 6.**

**Challenges of Linking Performance with Rewards**

**Understanding the Link Between Performance and Rewards**

Linking performance with rewards is a widely practiced approach in performance management systems. It aims to drive employee motivation, retention, and productivity by recognizing and rewarding those who meet or exceed expectations. However, aligning rewards directly with performance is not always straightforward and presents several challenges for organizations.

**Difficulties in Measuring Performance Objectively**

One of the primary challenges in linking rewards to performance lies in the difficulty of