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| **SESSION** | **july 2023** |
| **PROGRAM** | **MASTER of business administration (MBA)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **DHRM402-PERFORMANCE MANAGEMENT & APPRAISAL** |
| **CREDITS** | **4** |
| **nUMBER OF ASSIGNMENTS & Marks** | **02**  **30 Marks each** |

**Assignment Set – 1**

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

**Ans 1.**

**Performance Management vs. Performance Appraisal**

Performance management and performance appraisal are two critical aspects of organizational management. While they both focus on employee performance, they serve distinct purposes, have different scopes, and entail different processes. Here's a detailed breakdown:

**1. Definition:**

**Performance Management:** This is a holistic and continuous process of planning,

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

**Ans 2.**

Goal theory, also known as goal-setting theory, is a psychological framework that emphasizes the importance of setting specific and challenging goals to enhance motivation, performance, and achievement. Developed by psychologists Edwin Locke and Gary Latham in the 1960s and refined over the years, this theory posits that setting clear and challenging goals can significantly impact an individual's behavior, effort, and performance.

**3. Describe the principles of measurability and continuity of performance management.**

**Ans 3.**

Measurability and continuity are two important principles within the realm of performance management that help organizations effectively monitor and enhance the performance of their employees. These principles contribute to creating a structured and systematic approach to managing employee performance, setting clear expectations, and ensuring ongoing development. Let's delve into each principle in detail:

**1. Measurability:**

Measurability in performance management refers to the ability to quantify and assess an

**Assignment Set – 2**

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

**Ans 4.**

Feedback is a crucial communication process that involves providing information, evaluation, or suggestions to individuals or groups regarding their performance, actions, or behaviors. Effective feedback helps in promoting growth, learning, and improvement. The components of feedback encompass various elements that contribute to its clarity, relevance, and impact.

**Here are the key components of feedback:**

**Context**: Providing feedback within the appropriate context helps recipients understand the

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

**Ans 5.**

**Advantages:**

1. **Continuous Feedback**: Provides employees with real-time insights into their performance. This can help them adjust and improve more rapidly than with annual or semi-annual reviews.
2. **Employee Empowerment**: By allowing employees to have a say in their performance goals and the metrics used, they are more likely to be engaged and

**6. Enumerate the advantages and disadvantages of automation of PM.**

**Ans 6.**

**Advantages of Automation in Project Management:**

**Efficiency and Productivity:** Automation can streamline routine tasks and processes, allowing project managers to focus on more strategic and value-added activities. This increases overall efficiency and productivity in project management.

**Consistency:** Automated processes follow predefined rules consistently, reducing the chances of human errors and ensuring that project management activities are executed