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CRH 551

**Fourth Semester M.Com. (H.R.D.) Degree
Examination, September/October 2022
(CBCS)
COMMERCE
Performance and Talent Management**

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any four** questions out of seven. **Each** question carries **10** marks. Answer to **each** question should **not** exceed **4** pages. **(4×10=40)**

1. Describe the process and dimensions of performance management.
2. Compare and contrast traits-based and behaviour-based appraisals.
3. “Ethical performance appraisal system involves an objective evaluation of employee performance and joint development of an employee development plan.” Elucidate.
4. Distinguish between Talents and knowledge workers with real life examples.
5. Critically analyse different types of feedback interviews.
6. Explain the uses of performance appraisal for success of a business organisation.
7. Write a short note on :
 - i) Succession Planning.
 - ii) Talent Inventory.

P.T.O.



SECTION – B

Answer **any two** questions out of three. **Each** question carries **15** marks. Answer to **each** question should **not** exceed **7** pages. **(2×15=30)**

8. Describe the criteria for good appraisal system.
 9. Briefly explain objective and subjective measures of performance appraisal.
 10. Write a short note on :
 - i) Benefits of talent management.
 - ii) Building blocks of talent management.
 - iii) Elements of talent friendly organisations.
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