



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

PERFORMANCE MANAGEMENT

HBUM 407\HHRM 225

Total Marks [100]

DATE: DECEMBER 2024

Time: 3 Hours

INSTRUCTIONS

1. This paper has ***six (6)*** questions
2. Answer question ***one (1)*** and ***any*** other ***three (3)***
3. Each question carries ***25 marks***
4. Start each question on a new page

1. Examine the performance management process in an organization of your choice. (25)
2. Examine any 5 guidelines which managers need to take note of when giving feedback in performance management. (25)
3. 'Performance Management is managing the businesses.' Discuss. (25)
4. Explain any 5 Non-Financial rewards which can be brought about by performance management. (25)
- 5 (a) 'Positive definitions rating scale is the only rating scale appropriate for performance management.' Discuss. (12)
- (b) Justify the rationale for rating in performance management. (13)
6. Assess the importance of the Role Profile and Integrating Objectives in Performance Management. (25)

END OF PAPER