



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN
HUMAN RESOURCES, INDUSTRIAL & LABOUR
RELATIONS MANAGEMENT
PERFORMANCE MANAGEMENT**

HHRM 225

PART 2 SEMESTER 1

Total Marks [100]

DATE: JUNE 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. Citing relevant examples, examine the significance of performance management in any organization of your choice. (25)
2. With the aid of examples, discuss any 5 core principles of performance management systems. (25)
3. Performance management planning is key to the performance of workers in an organization. Discuss. (25)
4. Explain the benefits of performance management to both the organization and employees. (25)
5. 'Only financial rewards can motivate individual employees to improve their performance'. Critique this assertion. (25)
6. Using practical examples, discuss the importance of ratings in performance management. (25)

END OF PAPER