



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources,
Industrial and Labour Relations Management**

Performance Management

HHRM 412

Part 4 Semester 2 Examination

Total Marks [100]

Date: December 2020

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 usefulness of **any five** components of performance management system in an organization. (25)
2. Evaluate **any five** key elements that can improve quality of performance management in your organization. (25)
3. As a supervisor, explain the variables that you would consider when monitoring the performance of your subordinates. (25)
4. Examine the various errors that managers tend to make when appraising employees, which make performance appraisals ineffective. (25)
5. Discuss the principles that should be taken into consideration when developing a performance monitoring system. (25)
6. Distinguish between monitoring and evaluation as they pertain to performance management. (25)

End of Paper