



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

Performance Management

HHRM 412/HBUM 429

Part 4 Semester 1 Examination

Total Marks [100]

Date: June 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 significance of the concept of performance management as it relates to any organization of your choice. (25)
2. Only financial rewards can motivate individual employees to improve their performance'. Critique this assertion. (25)
3. Performance management planning is key to the performance of workers in an organization. Discuss. (25)
4. Evaluate any **five** methods of performance appraisal. (25)
5. Examine any **five** methods that a manager can use to deal with underperformance in a contemporary organization. (25)
6. Discuss the objectives of a rewarding scheme of any organization of your choice. (25)

End of Paper