



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN
RESOURCES, LABOUR AND INDUSTRIAL RELATIONS**

PERFORMANCE MANAGEMENT

HHRM 412

PART 4 SEMESTER 2 EXAMINATION

TOTAL MARKS [100]

DATE: DECEMBER 2022

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. Evaluate the contributions that performance management makes to improve performance in an organization of your choice. (25 marks)
2. Discuss how Goal Setting Theory can be used to improve service delivery in an organization of your choice (25 marks)
3. 'Low quality and poorly implemented performance management systems result in dire consequences on performance'. Discuss this assertion citing practical examples. (25 marks)
4. 'Only financial rewards can motivate individual employees to improve their performance'. Critique this assertion. (25 marks)
5. 'Taylorism is old but has stood the test of time'. Critique this assertion. (25 marks)
6. 'Performance management planning plays a pivotal role to the performance of workers in an organization'. Discuss this assertion citing relevant examples. (25 Marks)

End of Paper