



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

**PERFORMANCE MANAGEMENT**

**HBUM 407\HHRM 225**

**Total Marks [100]**

DATE: DECEMBER 2024

Time: 3 Hours

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**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**