



**UNIVERSITY OF RUHUNA**  
**FACULTY OF MANAGEMENT AND FINANCE**

No. of Pages : 02  
No. of Questions: 06  
Total Marks : 70

BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE

3000 LEVEL FIRST SEMESTER END EXAMINATION - AUG/SEP 2022

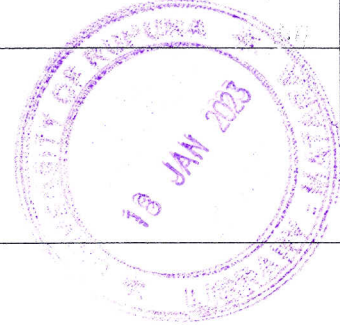
*Three Hours*

HRM3142 - Performance and Reward Management

(Repeat /Old Syllabus)

**Instructions**

- ➔ The question paper contains six (06) questions.
- ➔ Answer only five (5) questions



1)

I. Briefly explain the purposes of performance management.

(Marks 04)

II. Distinguish between performance appraisal and performance management

(Marks 04)

III. Describe the steps in performance management process

(Marks 06)

(Total Marks 14)

2)

I. Briefly explain the difficulties in team performance management rather than individual employee performance management?

(Marks 04)

II. "Managers are not comfortable in providing negative performance feedback for employees.

"Do you agree with the above statement? Give reasons for your answer.

(Marks 04)

III. "A poorly implemented performance management system may negatively influence on both employees and the organization." Elaborate the above statement with appropriate examples.

(Marks 06)

(Total Marks 14)

3)

- I. Define comparative and absolute performance measurement systems and compare advantages and disadvantages of those two performance measurement systems.

(Marks 07)

- II. 360-degree feedback is known as an effective mechanism of managing employee performance. However, still there are significant critiques of this multi rater feedback system." Discuss the above statement.

(Marks 07)

(Total Marks 14)

4)

- I. Define the concept of employee reward.

(Marks 04)

- II. Mention different kinds of monetary and non-monetary rewards which can be given to employees

(Marks 04)

- III. Discuss the importance of reward management in an organization

(Marks 06)

(Total Marks 14)

5)

- I. Describe the relationship between pay and individual employee behavior from the following two perspectives:

- a) Reinforcement theory
- b) Expectancy theory

(Marks 07)

- II. Using relevant examples where appropriate, discuss how organizations can use non-financial rewards to motivate employees and to reward them for their performance.

(Marks 07)

(Total Marks 14)

6)

Write short notes on any four (04) of the followings.

- I. Management by objectives
- II. Performance related pay
- III. Steps of job ranking method
- IV. Internal equity and external equity
- V. Intrinsic and extrinsic rewards.

(3.5 \*4= Total Marks 14)