

**FACULTY OF COMMERCE & BUSINESS MANAGEMENT**  
BBA (Gen) CBCS III-Year (V-Semester) Regular Examinations, Dec-2022/Jan-2023  
**Performance Appraisal and Counselling (HR)**

Time: 3 Hours

Max Marks: 80

**SECTION-A**

(5×4=20 Marks)

Answer any Five questions from the following

1. Performance Appraisal.
2. KPA's.
3. 360° Appraisal.
4. Performance Diagnosis.
5. Counselling.
6. Performance Planning.
7. Appraisal Interviews.
8. Participative Counselling.

**SECTION-B**

(5×12=60 Marks)

Answer all the following questions

9. (a) Discuss the nature and scope of Performance Appraisal.  
(OR)  
(b) Explain in detail the components of Performance Appraisal.
10. (a) Discuss the employer and employee perspectives in Performance Appraisal.  
(OR)  
(b) Discuss in detail the performance Appraisal process.
11. (a) Explain the methods of Performance Appraisal.  
(OR)  
(b) Discuss the barriers to effective Performance Appraisal.
12. (a) Discuss the factors that influence Performance.  
(OR).  
(b) Discuss the legal issues in Performance Appraisal.
13. (a) What is the need of Counselling? Explain the role of manager in counselling.  
(OR)  
(b) Explain the different types of counselling.