

Date:

Registration number:

**ST JOSEPH’S UNIVERSITY, BENGALURU -27**

**M.S.W– IV SEMESTER**

**SEMESTER EXAMINATION: APRIL 2024**

**(Examination conducted in May /June 2024)**

**SWDS0921: Performance Management and Counselling**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 50**

**This paper contains TWO printed pages and THREE parts**

**PART - A**

**Answer any FIVE of the following 5X2=10**

1. What is a strategy? Give one example.
2. What is 360 degree of appraisal?
3. Define potential appraisal.
4. State any four goals of counselling.
5. What are the steps involved in counselling process?
6. Define performance appraisal.
7. Mention any two theories of Performance Management and give two reasons for your selection.

**PART - B**

**Answer any FOUR of the following 4X5=20**

1. Explain Three – Needs Theory and relate it to Performance Management.
2. Highlight the role of HR Manager in the performance appraisal of employees.
3. Why do employees need training? Explain with an example from your organization.
4. What is counselling? Discuss the types of counselling.
5. Discuss the modalities involved in Counselling process.

**PART - C**

**Answer any TWO of the following 2X10=20**

1. Identify any one case in your organization and explain the specifics of Counselling.
2. Explain the concept of Separation in the context of human resources. Discuss the various methods of separation that organizations may employ. Provide examples of situations where each method is appropriate.
3. Apply Equity Theory and Goal Setting Theory of Performance Management in your organization and discuss the advantages and disadvantages of the same.