



**BOWEN UNIVERSITY, IWO**  
College of Management and Social Sciences  
Industrial Relations & Personnel Management Programme  
First Semester 2021/2022 Examination

<b>Level</b>	: 300
<b>Course Title</b>	: Performance Management
<b>Course Code</b>	: IRP 303
<b>Instruction</b>	: Answer Question ONE and any other THREE Questions
<b>Time Allowed</b>	: 3 Hours
<b>Date</b>	: 15 <sup>th</sup> March, 2022

- 1a. Define Performance Management according to Armstrong. **(2<sup>1/2</sup> Marks)**
- 1b. State the Performance Management programs. **(7<sup>1/2</sup> Marks)**
- 1c. Performance management offers three basic phases or stages for employee development. Mention and discuss the three phases. **(15 Marks)**
- 2a. Mention 10 Employees' Performance Management's Best Practices. **(5 Marks)**
- 2b. Discuss any 5 of the best practices. **(10 Marks)**
3. Describe briefly the elements of Performance Management's success. **(15 Marks)**
4. State the three key importance of Performance Management. **(3 Marks)**
- 4b. Discuss the three key importance. **(12 Marks)**
5. Discuss the Cycles of Performance Management. **(15 Marks)**
6. Distinguish between Performance Management and Performance Appraisal. **(15 Marks)**