Week 6 Assignment

The due date for submitting this assignment has passed. Due on 2018-03-21, 23:59 IST.

Submitted assignment

1) The main purpose of performance review discussion is

- To identify factors that have positively and negatively affected their performance
- To judge their performance in comparison to other employees
- To evaluate them in comparison to other rivalry organisations
- To identify the performance criteria

No, the answer is incorrect.
Score: 0
Accepted Answers:
To identify factors that have positively and negatively affected their performance

2) Which of the following helps in improving the employee performance?

- Continuous feedback
- Time gap in conversation
- Less interaction among employees
- Focusing on others’ performance

No, the answer is incorrect.
Score: 0
Accepted Answers:
Continuous feedback

3) Which one of the following is NOT an objective of performance analysis?

- Identifying the factors that hindered the performance of the appraise.
- Identification of the factors needed actions for the better performance of employee and organization
- Identifying developmental needs of critical functions associated with the present role
- Understanding the appraiser, his/her job requirement and working conditions

No, the answer is incorrect.
Score: 0
Accepted Answers:
Understanding the appraiser, his/her job requirement and working conditions

4) Performance review discussion goes through three phases, which include

- Rapport building, exploration, action planning
- Rapport building, listening, action planning
- Rapport building, exploration, decision-making

5) In performance review discussion, what is the main function in action planning phase?

- Attending
- Acceptance
- Diagnosis
- Searching

No, the answer is incorrect.
Score: 0
Accepted Answers:
Searching

6) The inhibiting factor attributable to the reporting officer is known as

- Poor memory
- Lack of guidance
- Lack of cooperation
- Changes in top management

No, the answer is incorrect.
Score: 0
Accepted Answers:
Lack of guidance

7) Who summarizes the core message of the performance review meeting?

- Staff
- Supervisor
- Subordinate
- Managing director

No, the answer is incorrect.
Score: 0
Accepted Answers:
Supervisor

8) Which of the following reward mechanisms is followed by most of the companies?

- Salary increment
- Promotions
- Cash rewards
- Foreign travel

No, the answer is incorrect.
Score: 0
Accepted Answers:
Salary increment

9) What are the requirements of an effective performance review EXCEPT?

- A climate of openness and mutuality
- Helpful and empathetic attitude of management
- Focus on work related problems and difficulties
- Discussion of salary and rewards with others
No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
Discussion of salary and rewards with others

10. What is the role of a manager while preparing for the performance review meeting?
   - Gathering information on behavior
   - Plan the approach to the discussion
   - Provide an oral evaluation to the employee
   - Work with supervisor in establishing development plan

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
Plan the approach to the discussion

11. Not only review but also .......... is equally important for improvement of an employee performance.
   - Planning
   - Discussion
   - Time
   - Objective

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
Discussion

12. The strategy of providing employees a performance summary, feedback based on goals, stating areas for improvements, and recording employee performance is known as
   - Performance analysis
   - Performance review
   - Performance management
   - Group discussion

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
Performance review

13. In a regular conversation, asking the following question will not help in understanding the employee performance?
   - Need help?
   - How are you doing?
   - What did you learn?
   - How are you?

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
How are you?

14. Questions which are used to criticize, reprimand, or doubt the appraise are known as
   - Critical questions
   - Testing questions
   - Resenting questions
15. What are the phases of performance review discussion **EXCEPT**?

- Action planning
- Scientific Session
- Exploration
- Rapport building

**No, the answer is incorrect.**

**Score: 0**

**Accepted Answers:**

- Scientific Session