



Iqra National University, Peshawar.

Department of Management and Social Sciences

Course Title: Talent Management

Instructor: Azmat Ali Shah

Course Code:

Examination: Final Term (Spring 2020)

Total Marks: 50

Duration: 6 hours

Attempt All Questions.

Q1: -	Ellis and Saunier in the book chapter " <i>Performance Appraisal: Myth and Reality</i> " have stated that a strong performance management process is designed to achieve one (or more) of three basic objectives Drive Results, Build Capability, and Carve up Consequences. Describe characteristics of performance management processes that are intended to achieve mentioned objectives. Discuss the strategies suggested by author for running the gauntlet to a more effective performance management process and creating real value for an organization over the long term.	(13)
Q2: -	By citing HBR article "One More Time: How You Motivate Employee" of Fredrick Herzberge , Describe "Hygiene Vs. Motivators" Theory in Detail.	(12)
Q3: -	What is meant by Leadership Coaching? Describe key elements of coaching. Larson and Richburg in the Book Chapter " <i>Leadership Coaching</i> " have stated that effective professional coaching enhances leadership performance and, ultimately, profitability. Discuss reasons for mentioned statement.	(13)
Q4: -	Peter Cappelli and Anna Tavis (2016) in their HBR article 'The Performance Management Revolution' argue that focus of Performance Management is shifting from accountability to learning. Critically evaluate main points of the article.	(12)

End of Question Paper