

Question Paper of Mid term (Performance management & Competency mapping)

Caselet 1: CO1 Alex is a remote software developer who has been with the company for over two years. Due to the nature of remote work, Alex has limited face-to-face interactions with their manager and team, relying heavily on project management tools and virtual meetings for communication. Alex consistently meets deadlines, but the quality of work fluctuates. Some projects receive glowing feedback from clients, while others require significant revisions. Additionally, there have been concerns about Alex's engagement in virtual meetings, as they often remain quiet and avoid participating in discussions unless directly asked.

Given the company's recent shift to emphasize employee development and performance transparency, Alex's manager is preparing for their upcoming performance assessment. The manager is unsure how to fairly assess Alex's performance based on both output and behavior in a remote setting, where factors like communication and visibility are more difficult to gauge.

Question:

- As Alex's manager, what key factors would you consider when conducting this performance assessment?
- How would you balance evaluating Alex's technical contributions with their engagement and communication in the remote environment?
- What strategies could be used to ensure a fair and comprehensive evaluation of remote workers like Alex, especially when visibility is limited?

OR

Caselet 2: CO2 ABC Corp, a mid-sized company in the tech industry, has traditionally used an annual performance review system that focuses on evaluating employees based on their ability to meet predetermined goals. This process includes a formal review session between managers and employees, where performance ratings are assigned, bonuses are determined, and development plans are created. However, over the last few years, both employees and managers have voiced concerns about the system, citing that feedback is too infrequent and not reflective of the fast-paced changes in the workplace.

In response, the company's leadership team is considering a shift toward a more continuous performance management system. This new approach would involve regular check-ins, real-time feedback, and a stronger focus on employee development rather than just goal attainment. They believe this shift would better align employee performance with the company's evolving strategic objectives, foster more agility, and enhance employee engagement.

Questions:

- How does the KRA and KPIs play a crucial role in assessing the performance of ABC Corp. ?
- What are the main objectives of performance management in this new system, and how do they differ from the traditional approach?
- How can ABC Corp ensure that their new performance management approach remains aligned with both individual employee development and broader organizational goals?

