



MURANG'A UNIVERSITY COLLEGE

(A constituent college of Jomo Kenyatta University of Agriculture and Technology)

UNIVERSITY EXAMINATIONS 2015/2016

**MRUC LEARNING CENTER
(MAIN EXAMINATION)**

**MASTER OF PUBLIC ADMINISTRATION
FIRST YEAR / FIRST SEMESTER EXAMINATIONS**

BCP 4105: PERFORMANCE MANAGEMENT

DATE: 28TH APRIL 2016

TIME: 3 HOURS

INSTRUCTIONS

- There are **SIX** Questions in this paper.
- Answer **FOUR** questions.
- All Questions carry equal marks

QUESTION ONE

Performance refers to activities which include assessment of individuals, units or other aggregated levels of performance to measure and improve work performance.

- i. Explain the process of performance management. **(10 Marks)**
- ii. Discuss the importance of performance appraisal **(10 Marks)**

QUESTION TWO

Discuss the various methods of performance appraisal **(20 Marks)**

QUESTION THREE

- i. Distinguish between Job analysis and Job evaluation. **(10 Marks)**
- ii. Explain products of Job analysis? **(10 Marks)**

QUESTION FOUR

Discuss Management Problems associated with Public Enterprises

(20 Marks)

QUESTION FIVE

Explain by giving examples of Financial and regulatory parastatals in Kenya. **(20 Marks)**

QUESTION SIX

Write brief explanatory notes on TWO of the following **(10 Marks each)**

- i. Difference between Performance Management and Performance Appraisal.
- ii. Management By Objectives (MBO) process.
- iii. Boards and Government Parastatals.