

S/N	CRSCODE	QUESTION	OPTION A	OPTION B	OPTION C	OPTION D
1	PAD855	The pattern of shared beliefs, norms and values in an organisation that shape the way people act and interact and strongly influence the ways in which things get done is called:	organizational climate	organizational culture	employee relations climate	performance measurement
2	PAD855	--- is not an approach to performance management	Comparative approach	Behavioural approach	System approach	Attribute approach
3	PAD855	The means through which the five primary performance management elements of agreement, measurement, feedback, positive reinforcement and dialogue can be put	the performance review meeting	performance management committee	performance management scheme	process performance management
4	PAD855	Example of output measures or metrics in performance measurement management is:	changes in behavior	financial measures	attainment of a standard	completion of work
5	PAD855	Which of the following operates as a continuous and self-renewing cycle?	A performance measure	A process performance management	A performance analysis	A performance management system
6	PAD855	A performance management system includes the following actions except one:	developing clear job description and employee performance plan	selection of right set of people by implementing an appropriate selection process	holding quarterly performance development discussion	development of critical path
7	PAD855	The development of the concept scientific management is associated with:	Abraham Maslow	Frederick Taylor	Henri Fayol	Max Weber
8	PAD855	The following are characteristics of performance management except one:	an extensive evaluation to improve job matching	communication of corporate values and objectives	linking punishment to individual and/or team performance	providing information for self-improvement
9	PAD855	Measurement is in the realm of:	mathematics	sociology	philosophy	physiology
10	PAD855	Standards around measurement in a business environment are owed to the:	Public administrators	Economists	Venetians	Business managers

ANSWER	TMANO
B	TMA3
C	TMA3
A	TMA3
B	TMA3
D	TMA3
D	TMA3
B	TMA3
C	TMA3
A	TMA3
C	TMA3