



NATIONAL OPEN UNIVERSITY OF NIGERIA,

UNIVERSITY VILLAGE, PLOT 91 CADASTRAL ZONE NNAMDI AZIKIWE  
EXPRESSWAY JABI, ABUJA NIGERIA  
FACULTY OF MANAGEMENT SCIENCES  
DEPARTMENT OF PUBLIC ADMINISTRATION  
2025\_2 EXAMINATIONS

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**COURSE CODE:** MPA 855

**COURSE TITLE:** PERFORMANCE MEASUREMENT AND MANAGEMENT

**CREDIT UNITS:** 2

**TIME ALLOWED:** 3Hrs

**INSTRUCTIONS:** 1. Attempt three (3) questions in all.

2. Present all your points in coherent and orderly manner

1. What are the key benefits of conducting regular performance development discussions throughout the year, rather than relying solely on annual performance reviews?
2. What were the main drivers behind the evolution of individual performance management, as observed by Tarata (2017)?
3. According to Stredwick (2005), what are the two main purposes of performance management? Explain how performance management can serve as a means of control and measurement within organizations.
4. What factors should organizations consider when adapting performance management processes to accommodate different cultural contexts? How can organizations ensure cultural sensitivity and inclusivity in performance management practices?
5. What are the components of a role profile in performance management?