



**NATIONAL OPEN UNIVERSITY OF NIGERIA,
UNIVERSITY VILLAGE, PLOT 91 CADASTRAL ZONE NNAMDI AZIKIWE
EXPRESSWAY JABI, ABUJA NIGERIA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF PUBLIC ADMINISTRATIO
2025_1 EXAMINATION...**

COURSE CODE: PAD 855

COURSE TITLE: Performance Measurement and Management

CREDIT UNITS: 2

TIME ALLOWED: 2 Hrs

INSTRUCTIONS:

- 1. Attempt three (3) questions in All, Question one (1) and any other two (2)**
- 2. Question number 1 is compulsory and carries 30 marks, while the other questions carry 20 marks each**
- 3. Present all your points in coherent and orderly manner**

Q1a Discuss the aim of Performance Management (10 Marks)

Q1b Explain Self-Evaluation as a Performance Measurement method (10 Marks)

Q1c Why is Performance Management measured? (10 marks)

Q2a Vroom's Expectancy theory is based upon three belief... elucidate (10marks)

Q2b Mention some hitches associated with Planning in organizations (10 marks)

Q3a The performance agreement records the outcome of performance planning and also records how performance will be measured and the evidence that will be used to establish levels of competency. Mention the indices that should be defined in the agreement. (10 marks)

Q3b Discuss the coaching Phase of Performance Management? (10 marks)

Q4a Justify the assertion that Performance Management involves managing performance throughout the year (10 marks)

Q4b Discuss the behavioural approach to Performance Management (10 marks)