

Performance Management Masterclass Quiz

1. Performance management can focus on the performance of an organisation, a department, an employee, or the processes in place to manage particular tasks?

True

False

2. Performance dashboards are not techniques to be used for managing performance?

True

False

3. Needs that people consistently express through their work are defined by David McClelland Need theory. Which of these is not a need identified within McClelland's theory?

A The need for power

B The need for affiliation

C The need for promotion

4. Belbin's 'team role' theory suggest individuals have "a tendency to behave, contribute and interrelate with others in a particular way. He argues there are 8 team roles within his theory?

True

False

5. Explain the use of KPIs and targets as a technique to monitor underperformance?

6. The use of the SMART method is effective and provides a clear outline of what the individual needs to get done. What Does the SMART Acronym Stand For?

7. Talent Management is defined as an organisation's attempt to recruit, keep and train the most gifted and highest quality staff members that they can find, afford and hire?

T True

F False

8. Explain Andy Cross's Talent Management Guidance?