

Subject : Elective - IV a) Performance Appraisal Systems (HR)

Day : Saturday
Date : 17/12/2016



Time : 02.00 PM TO 05.00 PM
Max Marks : 80 Total Pages : 1

N.B.:

- 1) Attempt **ANY FIVE** questions from Section – I and **ANY TWO** questions from Section – II.
 - 2) Figures to the right indicate **FULL** marks.
 - 3) Answers to both the sections should be written in the **SAME** answer book.
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SECTION – I

- Q.1** Describe the concept of Employee Performance and its applications in the organizational context. (10)
- Q.2** What is meant by ‘Performance Appraisal’? What are its uses to an organization? (10)
- Q.3** Explain in detail ways of deciding the Performance dimensions and indicators. (10)
- Q.4** Discuss the traditional methods of Performance Appraisal in detail. (10)
- Q.5** Do you think performance counseling helps to improve the effectiveness of an individual? How? (10)
- Q.6** Write a detailed note on ‘Evaluation of the Performance Appraisal System’. (10)
- Q.7** Write notes on **ANY TWO** of the following: (10)
- a) EPSS
 - b) Pre-requisites for deciding Performance Criteria
 - c) Modern Methods of Performance Appraisal.

SECTION - II

- Q.8** Discuss the comparative practices of Performance Appraisal System in Service and manufacturing industries. (15)
- Q.9** Explain the significance of Performance Appraisal in an educational institution. How would you make it more effective? (15)
- Q.10** Why is Performance Appraisal gaining increased significance in the recent years? Take an industry sector of your choice and explain. (15)

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