

**Subject : Elective-IV : Performance Management Systems (Human Resource Management)**

Day : Wednesday  
Date : 14/12/2016



Time : 02.00 P.M. TO 05.00 P.M.  
Max Marks : 70 Total Pages : 1

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**N.B.**

- 1) Attempt any **FOUR** questions from Section – I. Each questions carries **10** marks.
  - 2) Attempt any **TWO** questions from Section – II. Each questions carries **15** marks.
  - 3) Answers to both the sections should be written in the **SAME** answer book.
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**SECTION – I**

- Q.1** Discuss the features of effective performance management system.
- Q.2** Provide the linkage between performance and pay.
- Q.3** What precautions one has to take while setting “Performance standard”?
- Q.4** “Management by objective is not a technique of performance appraisal but it denotes a systematic process of performance appraisal”. Explain.
- Q.5** Explain the process of performance management in detail.
- Q.6** Write short notes on any **TWO**:
- a) Factors affecting performance appraisal
  - b) Score card model
  - c) Performance management and job evaluation

**SECTION - II**

- Q.7** In order to face the globalization with improved productivity and efficiency of employees, as HR Manager discuss which are the problems and / or key issues involved in the performance management.
- Q.8** In spite of introduction and acceptance of modern performance management system, the results are not meeting the desired performance standard. As an HR Manager design a suitable feedback mechanism for employees.
- Q.9** For a chain of retail supply store in various districts of Maharashtra and Goa, discuss the performance standard for Branch Managers.  
(Make your own assumptions).

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