

Subject : Elective-V : Performance Management Systems (Human Resource Management)

Day : Tuesday
Date : 16/06/2015

S.D.E.



Time : 02.00 PM TO 05.00 PM
Max Marks : 70 Total Pages : 1

N.B.:

- 1) Attempt any **FOUR** questions from Section-I and any **TWO** questions from Section-II.
 - 2) Both the sections should be written in the **SAME** answer book.
 - 3) Figures to the **RIGHT** indicate full marks.
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SECTION-I

- Q.1** Define Performance Management with its features and scope. (10)
- Q.2** Discuss the importance of feedback mechanism in successful implementation of performance management system. (10)
- Q.3** Explain in detail performance management process. (10)
- Q.4** What are the steps involved in developing and maintaining performance management system. (10)
- Q.5** Discuss the significance of performance management for improving individual performance and overall organizational performance. (10)
- Q.6** Write a short note on any **TWO** of the following: (10)
- a) Learning and growth perspective
 - b) Performance management for teams
 - c) MIS
 - d) Competency analysis.

SECTION-II

- Q.7** You are appointed in HR-department of banking organization. Prepare a note on the area of examination of all employees working in sales and marketing department. (15)
- Q.8** Design the performance appraisal form for the supervisory level employees with required competencies and their weightage. (15)
- Q.9** The employees in middle management level are poor in managing production process and poor in managing subordinate. Suggest training programmes with justification. (15)

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