

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

Day : Wednesday
Date : 14/12/2016

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) Figures to the right indicate **FULL** marks.
 - 3) Answers to both the sections should be written in **SAME** answer book.
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SECTION-I

- Q.1** What should be the ideal purpose of performance management system of present environment? **(10)**
- Q.2** Discuss in detail importance of feedback in Performance Management System. **(10)**
- Q.3** Explain the concept of competency mapping and state its advantages. **(10)**
- Q.4** Define performance measures. Explain criteria for setting performance measures. **(10)**
- Q.5** Explain various steps of performance management system. **(10)**
- Q.6** Write short notes on Any **TWO** of the following: **(10)**
- a) Balanced Score Card
 - b) Performance management and pay
 - c) Job Evaluation
 - d) Performance management training

SECTION-II

- Q.7** Develop a performance management system for marketing executives of a FMCG organization and explain fully method used by you for the said development. **(15)**
- Q.8** Design a feedback mechanism for effective performance management system. **(15)**
- Q.9** The employee and manager both have important roles during the performance execution phase. List out and explain each party's responsibilities in performance management. **(15)**