

**M.B.A. (GEN.) SEM-IV / M.B.A.(HR) SEM-IV (2016 Course) CBCS :  
SUMMER - 2019**

**SUBJECT: PERFORMANCE MANAGEMENT SYSTEM (HRM)**

Day: Tuesday  
Date: 30/04/2019

**S-2019-2223**

Time: 10.00 AM TO 01.00 PM  
Max. Marks: 60

**N.B.:**

- 1) Answer ANY THREE questions from Section I. Each question carries 10 Marks
- 2) Answer ANY TWO questions from Section II. Each question carries 15 Marks.
- 3) Answers to Both the sections to be written in SAME answer books
- 4) Draw a labeled diagram WHEREVER necessary

**SECTION - I**

Q.1) Answer the following: (10 Marks X 1 = 10 Marks)

Explain the difference between Performance Appraisal and Performance Management?

Q.2) Answer the following: Attempt ANY ONE (10 Marks X 1 = 10 Marks)

- a) What do you mean by Performance Management Audit?
- b) Explain the importance of Performance Agreement with the help of an example?

Q.3) Answer the following: (10 Marks X 1 = 10 Marks)

What do you mean by BARS and where it is applicable?

Q.4) Answer the following: Attempt ANY ONE(10 Marks X 1 = 10 Marks)

- a) What do you mean by the term "High Performance Teams"?
- b) An immediate superior is usually the one who appraises employees. What ethical issues may arise when using this approach?

Q.5) Write short notes on the following: Attempt ANY TWO (5 Marks X 2 = 10 Marks)

- a) Performance Measures
- b) Self Appraisal
- c) Cross Functional Teams

**SECTION - II**

Q.6) Answer the following: (15 Marks X 1 = 15 Marks)

As HR executive of leading Information Technology firm, what steps you will follow for the development of performance appraisal process.

Q.7) Answer the following: (15 Marks X 1 = 15 Marks)

As HR manager of Medium Scale Firm engaged in manufacturing of electronics equipments, which steps will you follow for planning the performance appraisal?

Q.8) Answer the following: (15 Marks X 1 = 15 Marks)

You are a manager of automobile manufacturing industry which has teams at the shop floor level. What would you take into consideration for appraising team performance?

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