

**M.B.A. (GEN.) / M.B.A. (HR) / M.B.A. (IT) / Semester - III (2012
COURSE)(CHOICE BASED CREDIT SYSTEM) / M.B.A. (FM)
Semester - III (2013 (CHOICE BASED CREDIT SYSTEM) :
SUMMER - 2019**

SUBJECT: ELECTIVE – III: PERFORMANCE MANAGEMENT SYSTEMS (HRM)

Day: Thursday
Date: 23/05/2019

Time: 10.00 AM TO 01.00 PM
Max. Marks: 100

S-2019-2268

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) Answer to both the sections should be written in **SAME** Answer book.

SECTION-I

- Q.1** What do you understand by performance management and job evaluation? (15)
Discuss whether these two are linked in the organizational context.
- Q.2** Explain in detail the relationship between Performance Management and Pay. (15)
- Q.3** Write a detailed note on Performance Management Training with the help of (15)
suitable examples.
- Q.4** Discuss in detail the significance of performance management for improving (15)
organizational performance.
- Q.5** Write short notes on any **THREE** of the following: (15)
- a) Balance Score Card
 - b) Competency
 - c) Performance Feedback System
 - d) Impact of Performance Management

SECTION-II

- Q.6** If you were to audit an existing Performance Management System, what (20)
criteria would you use to judge its effectiveness? Give suitable examples.
- Q.7** Design a performance management system for a new manufacturing unit, (20)
considering linkages with other HR process.
- Q.8** What is the importance and use of Performance Management Systems in the (20)
global environment?

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