

S.D.E.

M.B.A. (E) Sem-IV (2 Year Course) : SUMMER - 2019

SUBJECT : ELECTIVE – IV : PERFORMANCE MANAGEMENT SYSTEMS  
(HUMAN RESOURCE MANAGEMENT)

Day : Thursday  
Date : 16/05/2019

S-2019-5231

Time : 02.00 PM TO 05.00 PM  
Max. Marks : 70

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**N.B.:**

- 1) Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section – II.
  - 2) Answers to both the sections should be written in **SAME** answer books.
  - 3) Figures to the right indicate **FULL** marks.
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**SECTION – I**

- Q.1** “Performance Management is an interlinked process”. Comment. [10]
- Q.2** Explain in detail importance of MIS and feedback system for effectiveness of a Performance Management System. [10]
- Q.3** Discuss the various steps involved in developing performance management system. [10]
- Q.4** Discuss strategic linkage between performance management and achievement of organizational goals. [10]
- Q.5** Write short note on **ANY TWO** [10]
- a) Training and Performance Management
  - b) Financial Perspective
  - c) Competency Analysis
  - d) Performance Management for Teams

**SECTION – II**

- Q.6** Design a training plan for effective implementation of performance management system for manager of startup organization. [15]
- Q.7** Prepare a detailed note on problems and key issues in performance management that should be addressed by top management of your manufacturing organization. [15]
- Q.8** As a HR Head of a leading IT firm, what factors will you consider for designing an effective Performance Management System? Justify [15]

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