

S.D.E.
M.B.A. Sem-IV (2013 Course) : SUMMER - 2019
SUBJECT: ELECTIVE V: PERFORMANCE MANAGEMENT SYSTEMS
(HUMAN RESOURCE MANAGEMENT)

Day: Monday
Date: 20/05/2019

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

S-2019-5060

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.

SECTION-I

- Q.1** Explain concept of Performance Management System. How does it differ from performance appraisal? (10)
- Q.2** Explain the important decisions that need to be taken during performance planning and assessment. (10)
- Q.3** State the Significance of MIS as well as effective feedback system in Performance Management. (10)
- Q.4** Discuss strategic linkage between performance management and achievement organizational goals. (10)
- Q.5** Explain in detail Balance Score Card as a management system. (10)
- Q.6** Write short notes on Any **TWO** of the following: (10)
- a) Competency Analysis
 - b) Performance management and job evaluation
 - c) Linkage of performance management and pay
 - d) Evaluation of performance management

SECTION-II

- Q.7** Design a performance management system for a newly set up mid sized engineering concern. (15)
- Q.8** Design a self performance appraisal form to be filled in by each divisional Manager of a large scale FMCG concern. (15)
- Q.9** Your organization has in this year adopted a scientific Performance Management System. Prepare an explanatory note for information of all departmental heads on areas for examination and methods to be used while accessing performances of their subordinates (15)

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