

**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 - 2018**

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

Day: **Thursday**
Date: **31/05/2018**

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

S-2018-1891

N.B.

- 1) Answer any **FOUR** questions from Section – I and any **TWO** from Section – II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections to be written in **SEPARATE** answer book.

SECTION - I

- Q.1** Discuss the concept of Performance Management and also explain the features of an effective system of Performance Appraisal. (15)
- Q.2** What is 360° Performance Appraisal? Explain its merits and demerits in detail. (15)
- Q.3** How one can link between existing Performance Management System and achievement of set organizational Goals? (15)
- Q.4** State some common rating errors in Performance Appraisal Management. (15)
- Q.5** What is a Balance Score Card? How this model can be used for fine tuning of existing PMS? (15)
- Q.6** Write short note on Any **TWO** of the following: (15)
- a) Performance counselling
 - b) Behaviorally Anchored Rating Scales (BAR'S)
 - c) Performance feedback System.

SECTION - II

- Q.7** Explain some reward practices adopted by world class organizations. (20)
- Q.8** Prepare a note for raters on PMS on the precautions to be taken for rating performances of their subordinates to ensure to be free of bias and reflect the correct performances. (20)
- Q.9** High light with examples problems and key issues in implementing Performance Management System. (20)

* * *