

S.D.E.

M.B.A. (E) SEM-IV (2 YEAR COURSE) : SUMMER - 2018

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

Day : **Tuesday**
Date : **05/06/2018**

S-2018-4594

Time : **02.00 P.M. TO 05.00 P.M.**
Max. Marks : 70

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 **SEPARATE** answer books.
- 3) Figures to the right indicate **FULL** marks.

SECTION – I

- Q.1** Explain in detail importance and scope of performance management in today's global environment. [10]
- Q.2** Elaborate the linkage of performance management and pay. [10]
- Q.3** Discuss the performance management process in detail. [10]
- Q.4** Explain the impact of performance management system on individual and organization. [10]
- Q.5** Write short note on **ANY TWO** [10]
- a) Feedback System
 - b) Balance Score Card
 - c) Competency Analysis
 - d) Performance Management and Job Evaluation

SECTION – II

- Q.6** As a head of HR Department of ABC Manufacturing Ltd., design an effective MIS and feedback system for successful implementation of Performance Management System. [15]
- Q.7** Prepare a training plan for enabling learning about performance management system for senior managers of IT firm. [15]
- Q.8** Prepare a note to CEO of your organization on challenges faced by your organization in implementation of Performance Appraisal System. [15]

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