

S.D.E.

M.B.A. SEM-IV (2013 COURSE) : SUMMER - 2018
SUBJECT : ELECTIVE – V : PERFORMANCE MANAGEMENT SYSTEMS
(HUMAN RESOURCE MANAGEMENT)

Day : **Thursday**
Date : **21/06/2018**

S-2018-4423

Time : **02.00 PM TO 05.00 PM**
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** What precautions must be taken for having an effective Performance Management System? [10]
- Q.2** What role can Management Information System play in the success of Performance Management System? [10]
- Q.3** What factors will you take into account while setting performance standards? [10]
- Q.4** How an effective performance management system will help an organization to achieve its set goal? [10]
- Q.5** Write short note on **ANY TWO** [10]
- a) Teams
 - b) Competency analysis
 - c) Balance Score Card

SECTION – II

- Q.6** What precautions a rater must take in a feedback to an employee, who has negative rating in his performance? [15]
- Q.7** Prepare a note on guidelines to various department heads on implementation of recently introduced performance management system. [15]
- Q.8** What are the impacts of an effective performance management system on its employees and on the organization? [15]

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