

S.D.E.

M.B.A. (E) Sem-IV (2 Year Course) : WINTER - 2018
SUBJECT: ELECTIVE-IV – PERFORMANCE MANAGEMENT SYSTEMS
(HUMAN RESOURCE MANAGEMENT)

Day Friday
Date 07/12/2018

W-2018-4770

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) Figures to the **RIGHT** indicate full marks.
 - 3) Answer to both the sections should be written in **SEPARATE** answer book.
-

SECTION-I

- Q.1** Define Performance Management. Explain the major advantages of an ideal performance management system. (10)
- Q.2** “The Balance Score Card focuses on the measures that drive the employee performance.” Discuss. (10)
- Q.3** How performance appraisal helps in creating performance oriented culture in the organization? Differentiate between Performance Management and Performance Appraisal? (10)
- Q.4** What do you understand by the organizational teams and their performance? (10)
- Q.5** Write notes on any **TWO** of the following: (10)
- a) Performance feedback system
 - b) Criteria for performance measurement
 - c) Performance management and job evaluation

SECTION-II

- Q.6** “Ineffective performance management system de-motivates the employees.” Do you agree? Substantiate your argument with appropriate examples. (15)
- Q.7** In what ways do you think contemporary thinking and flexible work schedule reflect on employee performance? Explain with suitable examples. (15)
- Q.8** “Alignment of all performance dimensions result in well set strategies.” Discuss. (15)

* * *