

S.D.E.
M.B.A. Sem-IV (2013 Course) : WINTER - 2018
SUBJECT : ELECTIVE – V : PERFORMANCE MANAGEMENT SYSTEMS
(HUMAN RESOURCE MANAGEMENT)

Day : Tuesday
Date : 11/12/2018

W-2018-4592

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 are advantages for implementing a performance management system in an organization? [10]
- Q.2** How an effective performance management system helps an organization for achieving set goals? [10]
- Q.3** What is competence? Can competency be built in an average employee? [10]
- Q.4** What is a team? How an organization can form and develop various teams to excel in its performance? [10]
- Q.5** Write short note on **ANY TWO** [10]
- a) Competence
 - b) Balance score card
 - c) Linkage of performance to pay

SECTION – II

- Q.6** Your Board of Directors have decided to adopt performance management in the organization. Prepare a note in your capacity as CEO, addressed to divisional heads on the meaning, scope and limitations of performance management system. [15]
- Q.7** Prepare a note on guidelines for information of supervisors on precautions to be taken while rating performances of their subordinates. [15]
- Q.8** Which performance management system would you recommend for a medium scale IT organization? [15]

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