

S.D.E.

B.B.A. (2006 COURSE) SEM-VI : WINTER - 2017

SUBJECT : ELECTIVE - IV: a) PERFORMANCE APPRAISAL SYSTEMS (HR)

Day : **Monday**
Date : **18/12/2017**

W-2017-4142

Time : **02.00 PM TO 05.00 PM**
Max. Marks : 80

N.B.:

- 1) Attempt **ANY FIVE** questions from Section - I and attempt **ANY TWO** questions from Section - II.
- 2) Answer to both the **SECTION** should be written in **SEPARATE** answer books.
- 3) Figures to the right indicate **FULL** marks.

SECTION - I

- Q.1** What is Performance Management System? Explain importance of performance management system in today's competitive world. [10]
- Q.2** What are the purposes of Performance Appraisal System? Explain. [10]
- Q.3** Distinguish between Performance Appraisal and Potential Appraisal. [10]
- Q.4** Discuss the merits and demerits of Critical Incident Technique and Graphic Rating Scales. [10]
- Q.5** What are the various ways of Performance Feedback System? Explain the best method from your point of view. [10]
- Q.6** What is Appraisal Interview? How would you avoid defensiveness during appraisal interview? [10]
- Q.7** Write short notes on **ANY TWO** of the following: [10]
a) Performance Indicator
b) EPSS
c) MBO

SECTION - II

- Q.8** With reason explain which performance appraisal technique will you recommend for measuring performance of Project Managers of a software firm. [15]
- Q.9** As an HR Manager of a software firm, you have been asked to introduce Performance Appraisal System in your organization. What steps would you take for introduction of Performance Appraisal System? [15]
- Q.10** Explain the importance of study of comparative practices of Performance Appraisal System in different sectors. [15]

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