

S.D.E.
M.B.A. (E) SEM-IV (2 YEAR COURSE) : WINTER - 2017
SUBJECT : ELECTIVE – IV : PERFORMANCE MANAGEMENT SYSTEMS
(HUMAN RESOURCE MANAGEMENT)

Day : **Friday**
Date : **22/12/2017**

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

W-2017-4403

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 scope, importance and challenges of Performance Management System. [10]
- Q.2** How one can develop effective MIS and feedback system for performance management? [10]
- Q.3** Write detailed note on various steps involved in the process of performance management? [10]
- Q.4** Explain in detail Balanced Score Card Method. [10]
- Q.5** Write short note on **ANY TWO** [10]
- a) Job Evaluation
 - b) Performance Training
 - c) Competency Analysis
 - d) Performance Standards

SECTION – II

- Q.6** Your Automobile manufacturing organization intends to link pay and career plan to performance management system. Design a performance management system to achieve this organization goals. [15]
- Q.7** Your banking organization has acquired other loss making banking unit. Prepare a training plan for the staff of that unit on performance management system to improve overall performance. [15]
- Q.8** Explain in detail Performance Management System of an organization known to you, which you consider best in the present circumstances. [15]

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