

S.D.E.

M.B.A. SEM-V (2010 COURSE)(3 YEAR COURSE) : WINTER -  
2017

SUBJECT: ELECTIVE – V d) PERFORMANCE MANAGEMENT SYSTEMS  
(Human Resource management)

Day: Wednesday  
Date: 13/12/2017

W-2017-4300

Time: 10.00 A.M. TO 01.00 P.M.  
Max Marks. 70

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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) Answers to both the sections should be written in **SEPARATE** answer books.
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**SECTION - I**

- Q.1** “Performance Management is an interlinked process in the organization” (10)  
Discuss
- Q.2** Briefly discuss the link between performance management and remuneration (10)  
to employees.
- Q.3** What are the guidelines for conducting performance management in an (10)  
organization?
- Q.4** What are the limitations of financial measurements of business performance? (10)
- Q.5** Write short notes on any **TWO** of the following: (10)
- a) Performance Management & Job Evaluation
  - b) Competence & Competency Analysis
  - c) The Balance Score Card Model

**SECTION - II**

- Q.6** Your company has decided to introduce Performance Management System. (15)  
The company has 300 plus employees. What steps you would adopt to train  
the employees?
- Q.7** As an HR manager what action you would propose for improving employee (15)  
performance of team leaders with a view for enhancing overall organizational  
performance.
- Q.8** Write a note to the Managing Director giving reasons for using Balance Score (15)  
Card Model keeping in view the financial and customer perspective.

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