

CDOE

MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS-2019 COURSE)
M.B.A. (H.R.) SEM - IV : WINTER :- 2021
SUBJECT: HRM : PAPER -IV : PERFORMANCE MANAGEMENT SYSTEM

Day : Thursday
Date 3/3/2022

W-22163-2021

Time : 02:00 PM-05:00 PM
Max. Marks: 60

N.B.:

- 1) Attempt any **THREE** question from Section-I and any **TWO** questions from section-II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answer to the both the sections should be written in **SAME** answer book.

SECTION-I

- Q.1** Discuss the importance features of an effective performance management system. (10)
- Q.2** How does performance management impact upon the HR process? Discuss with suitable example. (10)
- Q.3** What do you mean by BARS and where it is applicable? (10)
- Q.4** Explain the process of creation of performance management document. (10)
- Q.5** Write short notes on ANY TWO: (10)
- a) Virtual Teams Performance
 - b) Performance Measures
 - c) Linking Performance to Pay

SECTION-II

- Q.6** Explain how will you device a performance management contract for the job of a lathe machine operator. (15)
- Q.7** You are a manager of automobile manufacturing company which has teams at the shop floor level. What strategies would you adopt for apprising team performance? (15)
- Q.8** Discuss various reward practices adopted by renowned organizations know to you. (15)

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