

CDOE
MASTER OF BUSINESS ADMINISTRATION (EXECUTIVE)
M.B.A. (E) Sem-IV : WINTER :- 2021
SUBJECT: PERFORMANCE MANAGEMENT SYSTEMS

Day : Thursday
Date 17-02-2022

W-8091-2021

Time : 02:00 PM-05:00 PM
Max. Marks: 70

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 section should be written in **SEPARATE** answer book.
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SECTION – I

- Q.1** What is Performance Management? Discuss the scope and importance of performance management system in the present competitive business environment? **(10)**
- Q.2** Define performance measures. Explain the criteria for setting performance measures. **(10)**
- Q.3** Discuss the role of training in successful implementation of performance management system. **(10)**
- Q.4** What is MIS? Explain how it is developed and implemented as performance feedback system. **(10)**
- Q.5** Discuss the strategic linkage between performance management and achievement of organisational goal. **(10)**
- Q.6** Write short notes on **ANY TWO** of the following. **(10)**
- i) 360⁰ performance appraisal
 - ii) Problems and key issues in performance management
 - iii) Behaviorally Anchored Rating Scale (BARS)

SECTION – II

- Q.7** Your organisation has implemented performance management system. After 6 months, as an HR Manager how will you evaluate the successes of the system? **(15)**
- Q.8** As an HR Manager of newly manufacturing unit, employing about 600 + blue collared employees, what are the steps you would adopt for introduction of performance management system? **(15)**
- Q.9** 'Management by objective is not a technique of performance appraisal but denotes a systematic process of performance appraisal.' Explain. **(15)**

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