

MASTER OF BUSINESS ADMINISTRATION (C.B.C.S.) (2016 COURSE)
M.B.A. Sem - IV :SUMMER- 2022
SUBJECT : PERFORMANCE MANAGEMENT SYSTEM

Day : Saturday
Date : 18-06-2022

S-15468-2022

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

N.B.:

- 1) Answer ANY THREE questions from Section I. Each question carries 10 Marks
 - 2) Answer ANY TWO questions from Section II. Each question carries 15 Marks.
 - 3) Answers to Both the sections to be written in **SAME** answer books
 - 4) Draw a labeled diagram WHEREVER necessary
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SECTION - I

Q.1) Answer the following: (10 Marks X 1 = 10 Marks)

Explain the elements of Performance Management System?

Q.2) Answer the following: Attempt ANY ONE (10 Marks X 1 = 10 Marks)

- a) Explain the use of Information Technology to support Performance Management & Feedback System?
- b) Explain with the help of an example the importance of creation of Performance Management Document?

Q.3) Answer the following: (10 Marks X 1 = 10 Marks)

What are the drawbacks and problems in performance appraisal system?

Q.4) Answer the following: Attempt ANY ONE(10 Marks X 1 = 10 Marks)

- a) What are the characteristics and behaviors of high performance teams?
- b) What mechanisms can be adopted in ensuring ethics in Performance Management?

Q.5) Write short notes on the following: Attempt ANY TWO (5 Marks X 2 = 10 Marks)

- a) Types of Errors in Performance Appraisal System
- b) 360 Degree Feedback
- c) Empowered Teams

SECTION - II

Q.6) Answer the following: (15 Marks X 1 = 15 Marks)

Prepare a note of various dimensions of performance management you will consider for managing performance of your organization.

Q.7) Answer the following: (15 Marks X 1 = 15 Marks)

Prepare a detailed note on training needs and training plan for developing raters for minimizing rating errors.

Q.8) Answer the following: (15 Marks X 1 = 15 Marks)

As HR manager of Pharmaceutical firm you are required to devise a reward system that links performance to pay. What are the factors you will consider for evaluating the performance?
