

**Subject : Elective-IV : Performance Management Systems
(Human Resource Management)**

Day : Thursday
Date : 09/06/2016

S.D.E. 
30377

Time : 02.00 P.M. TO 05.00 P.M.
Max Marks : 70 Total Pages : 1

N.B.

- 1) Attempt any **FOUR** questions from Section – **I**. Each questions carries **10** marks.
 - 2) Attempt any **TWO** questions from Section – **II**. Each questions carries **15** marks.
 - 3) Answers to both the sections should be written in the **SAME** answer book.
-

SECTION – I

- Q.1** Discuss the linkage between performance management and achievement of organizational goal.
- Q.2** What is 360⁰ performance appraisal? Explain its merits and demerits in detail.
- Q.3** State various criteria for measuring performance.
- Q.4** Explain the concept of performance management. Discuss its scope and significance.
- Q.5** What is MIS? Explain how it is developed and implemented as performance feedback system.
- Q.6** Write short notes on any **TWO**:
- a) Behaviorally Anchored Rating Sales (BARS)
 - b) Performance counseling
 - c) Competency Mapping

SECTION - II

- Q.7** As an HR manager of newly manufacturing unit, employing about 600+ blue colored employees, what are the steps would you adopt for introduction of performance management system.
- Q.8** Mr. Ramesh, leader of assembly line of automotive components, is reluctant for introduction of modern method of performance management system linked to pay. As an HR Manager how would you convince Mr. Ramesh for acceptance of new system.
- Q.9** How you will design a self appraisal form to be filled in by sales manager.

* * *