

Time: 2:30Hrs.

Marks: 75

Q1 State whether true or false(Any 8)

(8)

1. Performance \_\_\_\_\_ is a practical approach to share, compare and transfer internal functions and processes
  - a. Monitoring
  - b. benchmarking
  - c. review
  - d. issue
2. \_\_\_\_\_ drives organizational performance
  - a. change
  - b. development
  - c. culture
  - d. people
3. \_\_\_\_\_ is a sequence of position held by a person during the course of his working life.
  - a. Career
  - b. Goals
  - c. Hierarchy
  - d. structure
4. MBO technique of appraisal is a \_\_\_\_\_ approach.
  - a. Behavioural
  - b. Trait
  - c. Result
  - d. opinion
5. \_\_\_\_\_ is an ethical dilemma faced by employee
  - a. Value Conflict
  - b. Underperforming
  - c. Stress
  - d. politics
6. \_\_\_\_\_ based pay provides for pay progression to be linked to performance
  - a. Competence
  - b. Team
  - c. Result
  - d. behaviour
7. The \_\_\_\_\_ framework provides clarity up front to employees who will be evaluated against the goals.
  - a. SMART
  - b. PDCA
  - c. Competency
  - d. ISO
8. Performance \_\_\_\_\_ is the first step in performance management.
  - a. Planning
  - b. Monitoring
  - c. Appraisal
  - d. ethics

9. \_\_\_\_\_ should be considered as the foundation of performance evaluation.

- a. ethics
- b. value
- c. culture
- d. HR

10. \_\_\_\_\_ is the first phase in the evolution of performance management

- a. Annual Confidential Reports
- b. Measuring Objectives & Goals
- c. Holistic System Management
- d. PMS

Q1 (B) Match the following: (Any 7)

	A	B
1	Halo Effect	a) Component of PMS
2	Underperformers	b) Unethical Performance management
3	Profit Sharing	c) Performance Monitoring
4	Fifth Phase of PMS evolution	d) Regular informal meeting
5	High Performance Team	e) Mentoring
6	Japanese Model	f) Rater bias
7	Check in meetings	g) Pay for performance
8	Regular Reviews	h) Life time employment
9	Managerial Malpractice	i) Shared Vision
10	GAP analysis	j) System and performance driven

Q 2. A. What is the difference between Performance Management and Performance Appraisal (8)  
 B. What is the Performance Management Cycle (7)

OR

Q2. A. Discuss the linkage of performance management with other HR functions (7)  
 B. What is Contribution based pay. Explain advantages and disadvantages (8)

Q3. A. Write a short note on High performance teams (7)  
 B. What are the strategies for effective implementation of performance management (8)

OR

Q3. C. What is performance benchmarking? Explain its importance (8)  
 D. What is the role of technology in Career Planning and development? (7)

Q4. A. What are the steps for setting Performance Criteria (8)  
 B. Elaborate on the Pyramidal model of career planning (7)

OR

Q4. A. Explain the benefits of career planning for the employee and organization (8)  
 B. 'An ethical work culture creates a positive work environment and increases productivity'. Discuss (7)

Q5. A. Discuss the role of mentor in managing underperformers (7)

Q5. B. Define Potential Appraisal. Explain the steps in Potential Appraisal (8)

OR

Q5. Short Notes (3 out of 5) (15)

- a. Underperformer
- b. mentoring
- c. Performance Appraisal
- d. BARS
- e. Behaviour Based Approach

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