

Q 2. a. Explain in detail performance monitoring. (8)

b. What are the challenges faced by companies in implementing Performance management systems (7)

OR

c. Explain in brief how Performance management evolved in the different stages (8)

d. what are the various approaches in Performance Appraisal. (7)

Q3. a. What are the best practices in Performance Management Systems (7)

b. Discuss how compensation is linked to Performance Management (8)

OR

c. Explain the steps in potential Appraisal? (8)

d. What is the role of employer in Career Planning and development? (7)

Q4. a. What are the factors affecting individual career planning? (8)

b. Explain the nature of code of ethics in performance management (7)

OR

c. What is Performance Related Pay? Explain advantages and disadvantages of both with examples. (8)

d. What is Contribution Related pay (7)

Q5. a. Elaborate on the Japanese model of career planning. (8)

b. What are the approaches to managing underperformers? (7)

OR

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

1. Ethical Performance Culture
2. High Performance Teams
3. Potential Appraisal
4. Performance Management Cycle
5. Pyramidal Model

Time – 2½ hours

Marks -75

N. B. : 1. All Questions are Compulsory subject to internal choice.**2. Figures to the right indicate full marks.****Q1. a. State whether true or false. (Any 8)****(8)**

1. Performance benchmarking is a practical approach to share, compare and transfer internal functions and processes.
2. Recruitment drives organizational performance.
3. Career is a sequence of position held by a person during the course of his working life.
4. Performance planning is the first step in performance management.
5. MBO is a technique of Compensation.
6. The aim of performance management is to evaluate employee's performance against standards
7. A good potential appraisal system informs the employees of past performance.
8. Career planning efforts to be effective must receive consistent support & help from top management.
9. Ethics are moral principles and values which govern the actions of an individual.
10. One of the most important responsibilities of a mentor is to criticize the mentee.

Q1. (b) Match the following: (Any 7)**(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