

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 the following sentence are True or False. (Any 8) (8)

1. The Japanese Career Model advocates decision making power, status and compensation to increase as the individual moves up the career pyramid.
2. Performance appraisal can be defined as the informal review & rating of individuals by their manager.
3. Performance management is a continuous process with individual's and teams.
4. Traits identify the physical or psychological characteristics of a person.
5. Reviews give occasional feedback to the individual.
6. Effective leaders of high performance teams do encourage members.
7. Performance benchmarking means to copy performance of other companies.
8. Self-introspection means a shared vision.
9. Performance related pay results in lower performance.
10. Training of employees additional skills is called as retraining.

b. Match the Column. (Any 7) (7)

Column A	Column B
1. Internet	a. Personal aspects
2. Mental and physical abilities	b. Immediate feedback
3. Sole Career model	c. Communication worldwide
4. Coaching	d. Regular informal meetings
5. Performance Execution	e. Pyramid Model
6. Check- ins meetings	f. Less Biased, on observable behaviour
7. BARS	g. Phase II
8. Principles of Learning	h. Pay Slabs
9. Contribution related Pay	i. Individuals that take advantage of others work
10. Free riders	j. Mentoring

- Q2. a.** Discuss the need & significance of Performance Management. (15)
OR
b. Define Performance management. Explain the Process of Performance Management Cycle. (8)
c. Discuss the future of Performance Management. (7)

- Q3. a.** Explain the concept of High-performance teams and elucidate its Nature. (15)
OR
b. What is Performance Benchmarking? (8)
c. What is Performance Appraisal? Discuss in details its methods. (7)

- Q4. a.** What do you understand by ethical performance management? Elaborate its Principles and Significance. (15)
OR
b. Discuss the Steps to manage Under- Performers. (8)
c. Explain the disadvantages of potential appraisal. (7)

- Q5. a.** What are benefits of Career Planning? (8)
b. Discuss the role of Employer and employee in career development. (7)
OR
c. Short Notes. (Any Three) (15)

1. Role of Technology in Career Planning
2. Japanese Career Model
3. Contribution of Mentor in Career Planning
4. Outcomes Approach in Performance Appraisal
5. Contribution Based Pay
