

Time –2 ½ 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

