TIYBMS SEMV Dec - 2023

Paper / Subject Code: 46011 / Human Resource: Performance Management & Career Planning

Time: 2:30Hrs.		Marks: 75
Q1 State whether true of false(An	v 8)	(8)
1. Performance is a practic	cal approach to share, compare	and transfer internal functions and processed
a. Monitoring	- E	
b. benchmarking		
c. review	선생님 수 시	
d. issue		
		. St. St. St.
2 drives organizational perf	formance	
a. change		
b. development		의 젊은 10 10 10 10 10 10 10 10 10 10 10 10 10
c. culture		
d. people		
3 is a sequence of p	osition held by a person during	g the course of his working life.
a. Career		
b. Goals		() - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1) - (1)
c. Hierarchy		
d. structure		
4. MBO technique of appraisal is a. Behavioural b. Trait c. Result d. opinion 5 is an ethical dilemma a. Value Conflict b. Underperforming c. Stress d. politics		to performance
	pay progression to be mixed	, particular to the control of the c
a. Competence b. Team		
c. Result	22	Č.
d. behaviour		
	des clarity up front to employee	es who will be evaluated against the goals.
8. Performance is the	first step in performance manag	gement.
a. Planning b. Monitoring c. Appraisal d. ethics		. 6
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ethics value	- DITOWIN	1 be considered as the	e louildation of	performance evaluation.	
culture					
. HR			200		
0. i	s the fi	irst phase in the evolu	ation of perforn	nance management	
Annual Co	onfider	itial Reports			
. Measurin	g Obje	ctives & Goals	. B		
. Holistic S	ystem	Management			100
I. PMS					3
)1 (B) Mat	ch the	following: (Any 7)			Š.
		A		B S S	
	1	Halo Effect		a) Component of PMS	
	$\frac{1}{2}$	Underperformers	Se 36	b) Unethical Performance management	100
	3	Profit Sharing	N A	c) Performance Monitoring	
	4	Fifth Phase of PMS	evolution	d) Regular informal meeting	
	5	High Performance	Team	e) Mentoring	F 3
	6	Japanese Model	1.0°	f) Rater bias	
	7	Check in meetings	\$P 50	g) Pay for performance	
	8	Regular Reviews	-3,	h) Life time employment	
	9	Managerial Malpra	actice	i) Shared Vision	
	10			j) System and performance driven	
B. Wh	at is th	e Performance Mana	gement Cycle	Management and Performance Appraisal OR	(7)
B. Wh Q2. A. Dis B. Wh Q3. A. Wr B. Wh	at is the cuss the at is C ite a sheat are	e Performance Mana te linkage of perform ontribution based par nort note on High per the strategies for effe	ance managem y. Explain adva formance team ective implemen	OR ent with other HR functions intages and disadvantages s intation of performance management OR	(7) (8) (7) (8)
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