

(2 ½ Hours)

Total Marks: 75

N.B.:

- (1) All questions are compulsory subject to internal choice.
- (2) Figures to the right indicate full marks.

Q.1. (A) State whether the following statements are True or False (Any Eight): (8)

1. Career plans are developed in the environment of uncertainty & require contingency back up plans
2. Under Ranking Method, each individual is compared with every other individual
3. Performance management system of an organization should be so clear & concise that employees would be able to trust it easily
4. Good performance coaching is more about recruiting the right people & less about inspiring them
5. Positive feedback involves telling employees about their better or in some cases, outstanding performance
6. Planning & Monitoring make-up the performance management process
7. Performance management should inculcate performance enhancement, employee development & behavioral change to establish culture of continuous improvement within an organization
8. Performance appraisal can also be regarded as the informal review & rating of individuals by their managers
9. Providing additional training to under-performing employees on key performance areas is known as retraining
10. Performance related pay does not result in higher performance within the organization

Q.1. (B) Match the Columns (Any Seven): (7)

A	B
(A) Peer Pressure	(1) Continuous process
(B) Training of experienced employees	(2) Obsolescence Model
(C) A deliberate process	(3) Annual Process
(D) Performance Appraisal	(4) Principle of ethical management
(E) Responsibility	(5) The Japanese Career Model
(F) Setting SMART goals	(6) Disadvantage of Team based pay
(G) Performance Management	(7) Advantage of skill-based pay
(H) Strengthens good performance	(8) Career Planning
(I) Emphasis on life-time employment & promotions based on seniority	(9) Development
(J) Increase in efficiency	(10) Step in Performance Planning

- Q.2. (a) Differentiate between performance management & performance appraisal (8)
- (b) Throw light on the concept of Role of Technology in Performance Management (7)
- OR**
- (c) Define and explain the concept of Performance Management & elaborate on the scope of performance management (15)

Q.3. (a) What is Performance Appraisal? Explain in brief the various approaches to performance appraisal **42** **(15)**

OR

(b) Explain briefly the various methods of setting performance benchmarks **42** **(08)**

(c) Discuss in brief the strategies for effective implementation of performance management **42** **(07)**

Q.4. (a) What is Ethical Performance Management? Discuss on the objectives of Ethical Performance Management & its significance - **44** **(15)**

OR

(b) Discuss the ways of linking performance with compensation **43** **(08)**

(c) Explain the concept of under-performers and discuss the approaches to Manage under-performers **43** **(07)**

Q.5. (a) Explain the benefits & limitations of career planning **(8)**

(b) Explain the contribution of Mentor in Career Planning **(7)**

OR

Q.5. **Short Notes (Any three):** **(15)**

1. High Performance Teams **43**
2. Performance Management Cycle **41**
3. Pyramidal Model **43**
4. Performance Managing **42**
5. Potential Appraisal **43**

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