

(2½ Hours)

Total Marks - 75

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

Q1A. Choose the correct Alternative:

1. _____ involves performance reviews focusing on the future rather than the past.
a. Performance Management b. Monitoring c. Company culture d. Job Analysis
2. ACR means _____
a. Annual confidential Reviews b. Annual Confidential Reports
c. Annual Conditional Records d. Annual Confidential Records
3. Performance management increases the _____ level of the employees.
a. Disconcert b. Motivational c. Bias d. Discourage
4. The first step in the appraisal process is _____.
a. defining the job b. administering the appraisal tool
c. making plans to provide training d. giving feedback
5. Performance appraisal is _____ oriented
a. Future oriented b. Debt c. Past performance d. focus
6. _____ helps managers get updates on current projects and challenges, reinforce team objectives, and uncover potential engagement as they raise.
a. Team Lunch b. training program c. Newsletter d. Check-in meeting
7. A 360 degree feedback is also known as _____.
a. student peer feedback b. Constructive feedback c. Summative feedback d. Multi-rater feedback
8. _____ is the systematic process by which an individual selects his career goals & the paths to achieve these goals
a. Career Planning b. Career Management c. Career Development d. Career Upgrade
9. _____ based pay provides reward to teams or group of employees carrying out similar and related work linked to the performance of the team.
a. Career b. Team c. Competence d. Contribution
10. A written statement of policies and principles that guides the behavior of all employees is called _____.
a. Code of ethics b. Word of ethics c. Ethical dilemma d. Form of ethics

Q1 (B State whether True or False (Any 8)

(8)

1. Performance management is a comprehensive, continuous and flexible approach
2. Career Planning is a process involving setting work standards, assessing performance and offering feedback
3. Benchmarking is an organizational tool to drive continuous improvements
4. The Japanese Career Model emphasises on life time employment
5. Workplace politics is not an ethical issue in performance management
6. Performance related pay rewards employees with a financial payment
7. Traits identify the physical or psychological characteristics of a person
8. Goals and objectives are not important in performance planning
9. Check in meetings provides regular feedback to employees.
10. High performance team members are not self motivated

Q 2. A. Explain objectives of performance Management System

(7)

Q2. B. What are the challenges faced by companies in implementing Performance management systems

(8)

OR

- Q2. A. What is the difference between Performance Appraisal and Performance Management (8)
B. 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
- Q3. A. Explain the steps in potential Appraisal? (8)
B. What is the role of mentor in Career Planning and development? (7)
- Q4. A. What are the factors affecting individual career planning? (8)
B. What are the ethical considerations in Performance Management Process (7)
OR
- Q4. C. What is Competence Related pay. Explain its advantages and disadvantages (7)
Q4. D. What are the steps for setting Performance Criteria (8)
- Q5. A. Elaborate on the Japanese model of career planning. (7)
Q5. B. What are the approaches to managing underperformers? (7)
OR
- Q5. Short Notes (3 out of 5) (15)
a. Ethical Performance Culture
c. Potential Appraisal
e. Career Planning
b. Pyramidal model
d. Performance Management Cycle
