

SVKM's NMIMS
NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

Programme: DHRM/PGDHRM

Examination: June 2017
Subject: Performance Management System

Semester: II
Course : New
Marks : 70
Time: 11.00 a.m. to 2.00 p.m.

Date: 19.06.2017

Instructions:

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) Objectives of performance appraisal
- b) Benefits of E-management system for Managers
- c) Mention the steps to be taken after performance appraisal
- d) Four main steps in MBO

Q.2) Write Short Notes on any 2 out of 5

(Marks: 2X5=10)

- a) 360-degree Appraisal
- b) -Benefits of Variable Pay Plans
- c) Objectives of counselling
- d) Tell and Sell
- e) Balance Score Card

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Elaborate on the process of best practice performance benchmarking.
- b) What are the common pitfalls in performance Management process. Also state the ways to avoid them.
- c) State the various types of variable pay.
- d) When can you say that the PMS system is working well? State its criteria
- e) What are the major principles of performance management?

Q.4) Attempt both the questions

(Marks: 2X10=20)

a) Rahul had just joined MSNB Pvt. Co. As an experienced HR of this organization provide ten top Performance Management tips to help Rahul prepare for his appraisal.

b) Two raters Shyam and Laxman observe an employee disagreeing with a supervisor. One perceives this as Insubordination, but the other sees it as a willingness to stand up to for what he believes in. Could you as an HR student mention the various errors in performance appraisal which you have studied?
