

SVKM's NMIMS
NMIMS Global Access – School for Continuing Education

Programme: DHRM/PGDHRM

June 2013 Examination
Subject: Performance Management System

Semester: II
Course: New
Marks: 70

Date: 24.06.2013

Time: 11.00 a.m. to 2.00 p.m.

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB:

1. Answer to each new question to be started on a fresh page.
2. Figure in brackets indicates full marks.

1. Write short notes on: (Attempt any 2 out of 4) Marks: 10
 - a) 360 Degree Appraisal
 - b) Performance Feedback
 - c) Assessment Centre
 - d) Profit Sharing

 2. Discuss: (Attempt any 2 out of 5) Marks: 10
 - a) Challenges for coaches and mentors
 - b) Evaluation of Training
 - c) E-Performance Management
 - d) Errors in Performance Appraisal
 - e) Difference between Performance Management & Performance Appraisal

 3. Attempt any 3 out of 5 Marks: 30
 - a) Analyze the concept of Performance Management •
 - b) List and explain past oriented performance appraisal methods.
 - c) Compare the different types of feedback interviews.
 - d) What is stock option and what are the various kinds of options available?
 - e) “A balanced scorecard enables us to measure not just how we have been doing, but also how well we are doing”. Substantiate.

 4. Answer the following questions: Marks: 20
 - a) “Competency mapping forms an excellent tool for optimizing the human capital”
Elucidate.
 - b) What is 360 degree appraisal system? Design a 360 degree questionnaire for the faculty who teach at the MBA colleges.
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