

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Academic Year: 2012-13

Subject: Performance Management System

Date: 11.1.2013

Semester II

Course: New

Marks: 70

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. Attempt any 2 out of 4 (short notes) Marks: 10

- a) Goalsharing
- b) Positive Performance feedback
- c) Job Analysis
- d) Mentoring

2. Attempt any 2 out of 5 (Discuss) Marks: 10

- a) MBO
- b) Variable pay
- c) Objectives of compensation
- d) Benchmarking
- e) Principles of Learning

3. Attempt any 3 out of 5 Marks: 30

- a) Compare and contrast the different methods of training.
- b) What is benchmarking and how it is useful for an organization practicing performance management?
- c) Discuss the evolution of E-performance management and list its benefits.
- d) What is 360 degree appraisal system? How is it useful and what are the basic pitfalls while using this method?
- e) How is performance linked to reward? Examine the role of reward in performance improvement.

4. Answer the following questions: Marks: 20

- a) What do you mean by performance appraisal? Discuss the general errors made while implementing a performance appraisal system. How can they be avoided?
- b) What is a competency model? How is it useful in performance management?