

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Academic Year: 2012-13

Subject: Performance Management System

Date: 16.7.2012

Semester II

Course: New

Marks: 70

Time: 11:00 am 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) E-performance management
- b) Balanced Scorecard
- c) Gainsharing
- d) Retraining

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

- a) ESOP
- b) Potential Appraisal
- c) 360 degree appraisal
- d) Competency model
- e) Coaching

3. Attempt any 3 out of 5 Marks: 30

- a) "Training is required at every stage of work and for every person at work". Justify
- b) What are the different types of competencies? Explain with examples.
- c) What is the importance of expatriate compensation? Discuss the elements of their compensation.
- d) What are the objectives of counseling and what are the major elements in counseling?
- e) What do you mean by performance appraisal and how is it different from performance management?

4. Answer the following questions: Marks: 20

- a) "Performance management should be a continuous process". In light of this statement, discuss the features of a good performance management system.
- b) What are non-compensation rewards? How are they useful?