

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

Programme: DHRM/PGDHRM

Examination: June 2015

Subject: Performance Management System

Semester: II

Course : New

Marks : 70

Date: 24.06.2015

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 (Any 2 out of 4)

(Marks: 2*5=10)

- a) Adam's Equity Theory
- b) E-performance management
- c) MBO
- d) Gainsharing

2. Write short notes on (Any 2 out of 5)

(Marks: 2*5=10)

- a) Job analysis
- b) Variable Pay
- c) Objectives of compensation
- d) Balanced Scorecard
- e) Assessment Centre

3. Attempt any 3 out of 5

(Marks: 3*10=30)

- a) Explain the concept of performance management.
- b) Goals should be smart. Elucidate.
- c) Explain the various methods of performance appraisal.
- d) Describe the different types of feedback interviews.
- e) What is stock option? What are the various kinds of options available?

4. Attempt both the questions

(Marks 2*10=20)

- a) What are the different types of competencies? Explain with examples.
 - b) What is benchmarking? How is it useful for an organization practicing performance management?
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