

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

Programme: DHRM/PGDHRM

Examination: December 2015

Subject: Performance Management System

Semester: II

Course : New

Marks : 70

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

Date: 20.12.2015

Instructions:

1. Answer to each new question to be started on a fresh page.
 2. Figures in bracket indicate full marks.
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Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) Explain about 360 degree feedback with an example.
- b) Kindly suggest and explain factors that enhance feedback effectiveness.
- c) What is a variable pay? What are the benefits of variable pay system?
- d) Define 'Competency'. What are the types of competency characteristics.

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

(Marks: 2X5=10)

- a) Vroom's Expectancy theory
- b) Conceptual model of performance management
- c) Planning of performance appraisal
- d) Conditions for effective counselling
- e) Profit sharing

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Explain about the antecedents of job performance with relevant examples.
- b) What is performance appraisal? What is the difference between performance management and performance appraisal?
- c) Elaborately explain about designing of reward system.
- d) What are the common pitfalls in performance management process? How would you avoid them?

e) What is Balanced Score card? Explain about the perspective of balanced score card.

Q.4) Attempt both the questions

(Marks: 2X10=20)

a) What are feedback interviews? Elaborately explain its types.

b) Write briefly about job analysis, job description and job specification.
