

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

Programme: DHRM/PGDHRM

Examination: June 2016

Subject: Performance Management System

Semester: II

Course : New

Marks : 70

Date: 19.06.2016

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

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**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) Goal Setting Theory
- b) Explain : SMART Goals
- c) Objectives of performance appraisal
- d) Balance score card

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

**(Marks: 2X5=10)**

- a) Assessment Centre
- b) Purpose of potential appraisal
- c) Skills required in "Tell and Sell" feedback interviews
- d) Variable pay
- e) Objectives of Compensation

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) Explain how competency mapping is a tool for Optimizing human capital
- b) Who should be rewarded in an effective reward system?
- c) State the Conditions for Effective Counseling .
- d) What is the importance of Feedback Discussion .
- e) State the components of Performance appraisal .

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Explain the strategy for planning appraisal at every stage .
- b) State the various Errors In Performance Appraisal .

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