

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

Programme: DHRM/PGDHRM

Examination: December 2016  
Subject: Performance Management System

Semester: II  
Course : New  
Marks : 70  
Time: 11.00 a.m. to 2.00 p.m.

Date: 18.12.2016

**Instructions:**

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

**Q.1) Explain any 2 out of 4** (Marks: 2X5=10)

- a) Adams Equity Theory
- b) SMART goals
- c) Performance Appraisal
- d) Objectives of Counselling

**Q.2) Write Short Notes on any 2 out of 5** (Marks: 2X5=10)

- a) Vroom's Expectancy Theory
- b) Variable pay
- c) Stock Options
- d) Competency
- e) Purpose and Process of Benchmarking

**Q.3) Attempt any 3 out of 5** (Marks: 3X10=30)

- a) What is coaching and mentoring. Also state its challenges.
- b) Explain the four measures of scorecard.
- c) Explain the various elements of Expatriate Compensation.
- d) Explain the various types of pay plans.
- e) State the elements of performance management.

**Q.4) Attempt both the questions** (Marks: 2X10=20)

- a) The Board of group of SSP India Limited is revamping its strategies. Write down the various ultimate goals of organisation that help determine and design its strategy.
- b) Suraj, the new HR trainee wishes to suggest the management to shift to E-Performance management. State the various benefits of using E-Performance w.r.t managers.