Programme: DHRM/PGDHRM

Examination: April 2018
Subject: Performance Management System
Date: 22.4.2018

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

Instructions:

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

Q.1) Attempt any 2 out of 4 (Marks: 2X5=10)
   a) What is Performance Appraisal?
   b) List down the guidelines for performance appraisal
   c) State the advantages of 360-degree Appraisal, for employees
   d) Explain the main steps of MBO

Q.2) Write Short Notes on any 2 out of 5 (Marks: 2X5=10)
   a) Positive Feedback/Praise.
   b) Vroom's Expectancy Theory
   c) Assessment Centre
   d) Balance Score Card
   e) Characteristics of MBO

Q.3) Attempt any 3 out of 5 (Marks: 3X10=30)
   a) How would you enhance feedback effectiveness? Provide suggestions.
   b) Explain the steps for introducing performance appraisal system
   c) What are errors that can occur during performance appraisal
   d) Describe the Concerns and Issues in Appraisal
   e) List down the components of Performance Appraisal used by organisations.

Q.4) Attempt both the questions (Marks: 2X10=20)
   a) Rahul has just joined Blue-Star logistics as an HR. Help Rahul understand which behaviour should be reinforced through reward.

   b) Simmi is a student of HRM is pursuing internship at a small private firm, "Maya Informatics". Could you, as a Senior HR of Maya, help Simmi understand the steps to develop appraisal program according to Pigors and Myers.