

(2 ½ Hours)

Total Marks: 75

N.B.:

- (1) All questions are **compulsory** subject to **internal choice**.
- (2) **Figures** to the **right** indicate **full marks**.

Q.1. (A) State whether the following statements are True or False (Any Eight): (8)

1. Performance is always measured in terms of results and not efforts
2. Under-performance is occasional failure to meet pre-defined, realistic objectives performance standards
3. Career management is the process of designing & implementing goals strategies to enable the organization
4. Performance appraisal process connects performance to pay
5. A reward system is the set of mechanisms for distributing both tangible & intangible returns as part of an employee-employer relationship
6. A good career planning requires the development of a single alternative.
7. Organizational structures are steadily making a transition from a pyramid structure to a flat structure.
8. Constructive feedback needs to be action based and not person based.
9. Good performance coaching is more about recruiting the right people & less about inspiring them.
10. Under Ranking Method, each individual is compared with every other individual

Q.1. (B) Match the Columns (Any Seven): (7)

A	B
(A) Performance management	(1) Strengthens good performance
(B) Development	(2) Annual Process
(C) Feedback mechanism	(3) Continuous Process
(D) Performance Appraisal	(4) Defining expected levels of employee performance
(E) Planning	(5) Component of performance management
(F) Obsolescence Model	(6) Training of experienced employees
(G) Behavioral Approach	(7) BARS
(H) Advantage of skill-based pay	(8) Graphic Rating Scales
(I) The Japanese Career Model	(9) Increase in efficiency
(J) Trait Approach	(10) Promotions based on seniority

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- Q.2. (a) Discuss the need & importance for Performance Management (08)
(b) Discuss the future of Performance Management (07)

OR

- (c) Explain the various phases of Performance Management Process (15)
- Q.3. (a) What is Performance Appraisal? Explain in brief the various approaches to performance appraisal (15)
- OR
- (b) What are High Performance Teams? Highlight their typical characteristics (08)
(c) Explain the concept of performance benchmarking (07)

- Q.4. (a) What is Ethical Performance Management? Elaborate on the principles of Ethical Performance Management & its significance (15)
- OR
- (b) Highlight some of the key issues & challenges in Performance Management (08)
(c) Explain the concept of Potential Appraisal & discuss the steps in potential appraisal (07)
- Q.5. (a) Explain the role of employer & employee in career development (8)
(b) What is Career & Career Planning? What are its Objectives (7)

OR

- Q.5. **Short Notes (Any three):** (15)

1. Contribution Based Pay
2. Results / Outcomes Approach in Performance Appraisal
3. Objectives of Performance Monitoring
4. Difference between Performance Appraisal & Performance Management
5. Pyramidal Model
