

Program/Sem: T.Y.B.M.S – Sem - V

Course: Performance Management & Career Planning

Program Code: 2M00155

Course Code: 46011

Duration: 2 ½ Hour

08 NOV 2025

Max. Marks: 75

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.

Q. 1 Attempt the following.

A. Fill in the blanks with an appropriate answer from the alternatives given.(Any 8) [08]

- i). _____ is a sequence of position held by a person during the course of his working life.
(a) Career (b) Hierarchy
(c) Goals (d) Structure
- ii). The _____ framework provides clarity up front to employees who will be evaluated against the goals.
(a) SMART (b) PDCA
(c) Competency (d) KPI
- iii). Making performance feedback a "Once a year activity" can _____ teams' performance & productivity.
(a) boost (b) help
(c) hinder (d) motivate
- iv). _____ means a consistent failure to meet pre-defined, realistic objectives & performance standards.
(a) Under-performance (b) Low-performance
(c) High-performance (d) Poor-performance
- v). _____ drives organizational performance.
(a) Change (b) Culture
(c) Development (d) People
- vi). A _____ is an experienced person in a company who trains new employees.
(a) mentor (b) coach
(c) trainer (d) guide
- vii). One of the objectives of _____ is to attract and retain the right type of persons in the organization.
(a) career management (b) career planning
(c) career modification (d) career development

- viii) _____ should be considered as the foundation of performance evaluation.
- (a) Ethics (b) Issue
(c) Culture (d) HR
- ix). Behavioral appraisals measure what individuals do at work, regardless of their _____ characteristics.
- (a) personal (b) financial
(c) social (d) management
- x). _____ refers to what an employee does or does not do on the job - includes quantity as well as quality of output.
- (a) Performance (b) Job
(c) Task (d) Work

B. True or False: (Any 7)

[07]

- i). Performance benchmarking refers to copying the performance of other companies.
- ii). Past few years have shown a market trend of international & national companies excluding ethical initiatives from their performance evaluation processes.
- iii). A career is all the jobs that are held during one's life.
- iv). Providing intensive feedback & coaching to new employees can be considered one of the best practices in performance management.
- v). The performance evaluation process has to be clearly defined and transparent in all senses.
- vi). Career planning is a managerial technique for mapping out the entire career of young employees.
- vii). A reward system is the set of mechanisms for distributing both tangible & intangible returns as part of an employee-employer relationship.
- viii) A good career planning requires the development of a single alternative.
- ix). Organizational structures are steadily making a transition from a pyramid structure to a flat structure.
- x). Performance appraisal process connects performance to pay.

Q. 2 Attempt either A or B.

[15]

- A. a) Explain in detail the various components of Performance Management
b) Discuss the Performance Management Cycle

[08]

[07]

OR

- B. c) Explain the concept of Performance Management and outline its key features. [08]
d) Distinguish between Performance Appraisal and Performance Management [07]

- Q. 3 A Attempt either A or B. [15]**
a) What is Benchmarking? Discuss the benefits of Performance Benchmarking [08]
b) List down the steps for setting performance criteria [07]

OR

- B. [15]
c) Explain in detail Trait based approach of performance evaluation [08]
d) Discuss the strategies for effective implementation of performance management [07]

- Q. 4 A. Attempt either A or B. [15]**
a) Explain the Code of Ethics in performance management. [08]
b) What is competency-based pay? Explain advantages and disadvantages. [07]

OR

- B. [15]
c) State and explain the need for retraining in an organization [08]
d) What are the principals of ethical performance management? [07]

- Q. 5 Attempt either (A and B) or C. [15]**
A. What are the objectives of career planning? [08]
B. Discuss the role of mentor in career planning. [07]

OR

- C. Short Note: (Any 3) (5 marks each) [15]**
a) High performance teams
b) Japanese career planning model
c) Potential Appraisal
d) BARS
e) Obsolescence model.

-- X - - X--