

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

[08]

b) Discuss the Performance Management Cycle

[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.