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(Printed Pages 3)

Roll. No. _____

MS-3161

M.B.A. (H.R. & I.R.) (Fourth Semester)

Examination, 2015

Fourth Paper

Performance Management

(HR-046)

Time Allowed : Three Hours] [Maximum Marks : 70

Note : Attempt five question in all. Question No.1
of 30 marks is compulsory. Attempt one
question of 10 marks from each unit.

1. Write short notes on the following :

3 × 10 = 30

- (a) Contributions of Performance Management system.
- (b) Determinants of Performance.
- (c) Difference between task and contextual performance.

P.T.O.

(2)

- (d) Self appraisal
- (e) Horns and halo effect
- (f) Components of appraisal forms
- (g) Formal meetings involved in performance management system
- (h) Difference between traditional and contingent pay plans.
- (i) Characteristics of an ideal performance management system.
- (j) Critical incident method

Unit-I

- 2. 'Performance Management systems serve many purposes? Discuss these purposes. 10
- 3. Define Performance Management and discuss the Performance Management Process. 10

Unit-II

- 4. Discuss in detail the three approaches that can be used to measure Performance. 10

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(3)

- 5. How are the traditional techniques of performance appraisal different from the modern techniques? Discuss any two traditional and modern techniques of appraisal in brief. 10

Unit-III

- 6. "Effective employee appraisal serves as a feedback for human resource functions.' Discuss. 10
- 7. What are the different sources of performance information. Discuss. 10

Unit-IV

- 8. Discuss the importance of control mechanisms in performance management. Discuss feed forward control. 10
- 9. (a) What are the reasons for introducing contingent pay plans? 5
- (b) Discuss the possible problems associated with contingent pay plans. 5

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