

# CPM 03

18/10/2012

MMS-III  
(H.R.)

Roll No.

Total No. of Printed Pages: 1

Total No. of Questions : 7

Maximum Marks : 60

Duration (hrs.) : 3

Section , if any :

Note : *Competency & Performance Management*

1. Answer any 5 out of the following 7 questions.
2. All questions carry equal marks.

- Q1. Describe the various steps involved in competency profiling.
- Q2. 'Assessment Centres concepts are adequately equipped to assess the employee's personality.' Do you agree with this statement? Justify.
- Q3. Discuss in detail the procedure for setting KRAs and how to set a SMART KRA.
- Q4. Write Short Notes on:
- a. Appraisal Errors
  - b. Games Appraisers Play
- Q5. List and describe in detail the various components of an ideal appraisal format? What are the objectives of the appraisal system?
- Q6. Explain the following concepts (Any 3) :
- a. Elements of Competency
  - b. 360 degree appraisal
  - c. Integrated PMS
  - d. Job Engineering
- Q7. Distinguish between integrated appraisal process and stand alone appraisal process

*Exor*