

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2017-19) (HR)
PGDM Trimester V Examination December 2018

Subject	PERF. MGMT SYSTEM & COMPETENCY MAPPING		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	26.12.2018

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

A pharmaceutical company with a turnover of Rs. 2,000 crores per year has eight locations – three manufacturing units, four Regional offices and one corporate office. Please design the performance appraisal system for the company.

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Explain all about 360 degree feedback method of performance appraisal
- b) Explain with an example, about linking career growth to performance
- c) Mention some good practices in Performance Appraisal

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Please define performance
- b) What are the disadvantages of 360 degree feedback system?
- c) What are the important factors to be kept in mind while conducting appraisal interview

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are the advantages of using Performance Relationship Maps?
- b) Explain the various approaches to measuring performance
- c) Explain all about Job Description and Job performance

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are the advantages of 360 degree feedback system?
- b) What all should be kept in mind while linking performance management to rewards and compensation
- c) Explain the process of gathering performance information

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are the objectives of a reward system?
- b) Please provide an example of developing personal development plans for employees
- c) Mention the components of a reward system

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) Explain with an example, about linking remuneration to performance
- b) What are the methods of appraisal?
- c) What pitfalls need to be avoided in Performance Management?