

Total No. of Questions : 5]

SEAT No. :

PF-12131

[Total No. of Pages : 2

[6648]-834

S.Y. M.B.A.

**SEHRM-12 : PERFORMANCE MANAGEMENT SYSTEM
(2024 Pattern) (Semester - IV)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All questions are compulsory.
- 2) Figures to right indicate full marks.

Q1) Solve any five :

[5 × 2 = 10]

- a) What is role clarity in Performance Management?
- b) What is goal theory in performance management?
- c) What is End Cycle Review Process?
- d) Performance Review discussion involves
- e) What is a performance-linked remuneration system?
- f) Assessment centers are mainly used for
- g) What is 360- degree feedback?
- h) Which is not perspective of the Balance Score Card?

Q2) Solve any two :

[2 × 5 = 10]

- a) Explain the importance of Performance Management Process for the organization.
- b) Differentiate between Performance Management and Performance Appraisal.
- c) Strategic reward system helps each organisation to earn more profit and become profit organisation. Explain the necessary components of reward system.

P.T.O.

Q3) Solve any One :

[10]

- a) Analyse the Mid-cycle Review Process and End-cycle Review Process in detail.
Explain their importance in improving employee performance
- b) Explain the determinants of performance measurement in an organization.

Q4) Solve any One :

[10]

- a) Discuss Social Cognitive Theory and its application in Performance Management. Explain how communication skills help in managing achievement and underachievement.
- b) A sales organization evaluates employees only based on sales targets but ignores behaviour and customer handling. Suggest how the organization can adopt multiple approaches to improve performance evaluation.

Q5) Solve any One :

[10]

- a) An organization wants to make better HR decisions regarding promotions and training.
Explain how PMS data can be used effectively for HR decision-making.
- b) A Retail electronic store chain found out that their sale is going down and customers are also dissatisfied. Company HR identifies issues with employee performance and lack of teamwork. The HR manager decides to introduce 360-degree feedback and competency mapping.
Explain how the company can use these tools to improve employee performance and organizational effectiveness.

