Time: 2:30Hrs.						Marks: 75	
Q1 State whether true 1. Performance a. Monitoring	of false(Any _is a practical	8) I approach to	o share, comp	pare and transfe	r internal fun	ctions and proc	(8) cesses
b. benchmarking							
c. review							
d. issue				gar yarr			
2 drives organiz	zational perfor	mance			4	194	
a. change	•						
b. development							
c. culture		1					
d. people							
3 is a sec	quence of pos	ition held by	a person du	ring the course	of his working	ng life.	
a. Career							
b. Goals							
c. Hierarchy							
d. structure							
4.34700	40 ·	W 37		22	3		
4. MBO technique of	appraisal is a	approa	ch.	No.			
a. Behavioural			20	A A			
b. Trait							
c. Result		3					
d. opinion							
5 is an ethic	al dilemma fa	ced by empl	OVER				
a. Value Conflict	ai difeililla la	ced by empi	Dycc	1.3 S			
		7	A	N N	18		
b. Underperforming			1. 1. 3		-37		
c. Stress	5.7	S"		- P	\$7		
d. politics			2.7				
6. based pay p	rovides for na	v progressio	on to be linke	d to performan	ce		
a. Competence	To vides for pu	y progressio	~ /	~	21		
_	-						
b. Team							
c. Result	6 00	- F					
d. behaviour							
7. The framewo	ork provides c	larity up fro	nt to employ	ees who will be	e evaluated a	gainst the goals	s.
a. SMART	ik provides c	idility up 110	,	4		6	
		. 7					
b. PDCA	3						
c. Competency		5					
d. ISO		1	in the second				
8. Performance	is the first s	step in perfo	rmance mana	agement.			
a. Planning	_	1. The second se					
b. Monitoring							
c. Appraisal							
d. ethics							
u, cuinos							
10050		Dane	1 .62				

rage I of 2

Paper / S 9.	ubject	Code: 46011 / Huller of a	uman Resources the foundation	e: Per	formance Ma	nagement &	& Career Pl	anning
a. ethics			is the realitation	n or po		andation.		
b. value							3	· 3.
c. culture							A. C.	
d. HR							3	
10	is the	first phase in the e	volution of perf	forman	ice manageme	nt		A.
a. Annual C	onfide	ntial Reports			- Jan -		-	5
 b. Measurin 	ıg Obje	ectives & Goals			\$2.1	2.0	· ·	As.
	System	Management			57	7	£.	
d. PMS					1	, P		-45
Q1 (B) Mat	ch the	following: (Any 7			3	· Legiv	150	
		A				В		
	1	Halo Effect		a)	Component of	of PMS	4	
	2	Underperformers	3	b)	Unethical Pe		nanagement	
	3	Profit Sharing		c)	Performance	Monitoring		5.
	4	Fifth Phase of Ph		d)	Regular info	rmal meeting	3	
	5	High Performand	ce Team	e)	Mentoring	2	100	34
	6	Japanese Model		f)	Rater bias			
	7	Check in meeting		g)	Pay for perfo	rmance	9	1
	8	Regular Reviews		h)	Life time em		14	25.
	9	Managerial Malp	oractice -	i)	Shared Visio		e	
	10	GAP analysis	-	j).	System and p	erformance	driven	. A
B. Wha Q2. A. Diso B. Wha Q3. A. Wri	cuss that is Co	e difference betwee Performance Ma e linkage of performantibution based port note on High phe strategies for ef	magement Cyclomance manageroay. Explain adverformance tear	OR ment wantage ns entatio	vith other HR es and disadva	functions intages		(8) (7) (7) (8) (7) (8)
O3 C Wha	at is ne	rformance benchn	arking? Evnlai	OR n its in	nnortance			(9)
		e role of technolog				ent?		(8)
_,			,,		and do voiopin	ont.		(7)
Q4. A. Wha	at are t	he steps for setting	Performance C	Criteria				(8)
		on the Pyramidal		plann				(7)
Q4. A. Exp	lain the	e benefits of caree	r planning for th	OR ne emp	loyee and org	anization		(8)
		work culture crea					roductivity'	. Discuss (7)
Q5. A. Disc	cuss the	e role of mentor in	managing und	erperfo	ormers			(7)
O5, B. Defi	ine Pot	ential Appraisal. E	Explain the sten	s in Po	tential Apprai	isal		(8)
231				OR	- Ippiu			(0)
Q5. Short N	lotes	(3 out of 5)	55	~				(15
a. Under	perfor		b. mentoring d. BARS	e. Bel	haviour Based	Approach		(20

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