

K.J. Somaiya Institute of Management Studies & Research

PGDM and MMS (HR) Trim IV Batch 2016-18

Subject: Performance Management System

Date of Exam: 14/09/2017

Time: 2 Hours

Marks: 25

Instructions:

For each question do not exceed 3 sides of your exam writing papers

Question 1, 2 are compulsory

Answer any 1 out of Q3, Q4 and Q5

1. Traditional PMS methods are substituted by Modern methods. Which are some of the Modern methods adopted by organizations. Do you think they are able to eliminate problems associated with traditional methods? (10 marks)
2. The effectiveness of the Performance Management System depends on the precision of the process followed. What steps would you consider for creating a PMS for a Bank. (10 marks)
3. Gaurav Sinha believes that his company should commit itself to employee development. He wants HR to suggest various approaches that would retain and develop the existing set of employees. Suggest various methods that can be adopted at the organizational and departmental level to achieve this goal. (5 marks)
4. Create an appraisal form, with all the essential elements, which can be used for front line managers of a telecommunication company (5 marks)
5. Develop some KPIs for an online apparel business marketing executive responsible for promotion and branding of the company (5 marks)
