

Q.1 Write Correct Answer for MCQs:**(5)****1. _____ is an objective assessment of an individual's performance against well-defined benchmarks.**

- a. Performance Appraisal
- b. HR Planning
- c. Information for goal identification
- d. None of the above

2. Which of these is the main purpose of employee assessment?

- a. Making correct decisions
- b. To effect promotions based on competence and performance
- c. Establish job expectations
- d. None of the above

3. Which of these is NOT a performance management tool?

- a. Real-Time Feedback
- b. One-On-One Performance Check-Ins
- c. Reward and Recognition Scheme
- d. Competitor's Market Analysis

4. SMART goals are best described as _

- a) specific, measurable, attainable, relevant, and timely
- b) straight forward, meaningful, accessible, real, and tested
- c) strategic, moderate, achievable, relevant, and timely
- d) specific, measurable, achievable, relevant, and timely

5. What is the purpose of a performance development plan?

- a) To reward high-performing employees
- b) To provide coaching and training opportunities
- c) To establish disciplinary actions for underperforming employees
- d) To rank employees against each other

Q.2 What People Feel About Performance Management**(15)**

OR

Q.2 Key Elements Of A Performance Management System

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Q.3 Write Any Two:

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(15)

- A) How to Structure Performance Development Review
- B) Role of Performance Management in Business Organization
- C) Principles & Goals of Performance Management

Q.4 Benefits of conducting performance evaluations

(15)

OR

Q.4 The Impact of Performance Management

Q.5 Write Case Study with Detailed Explanations: (Any Two)

(20)

- (A) Reality of Performance Management System
- (B) Legal Issues in India
- (C) Recent Trends In India – Performance Management

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