

MAY 2014

**P/ID 77807/PMSR5**

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Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. Explain the significance of job description.
2. What are the difference between national and international compensation? Explain.
3. Write a brief essay on “PIM Theatre”.
4. How the manager performance is being monitored? Explain.
5. Explain the responsibilities during the performance.
6. What is performance appraisal? Explain.
7. Explain the correlation between reward management and the management of change.
8. What are the recent changes in performance management?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Explain the correlation between performance management and HR systems.
10. What are the different performance appraisal methods? Explain.
11. Discuss the steps involved in job analysis.
12. Explain the discretionary major employee benefits.
13. Explain the process of PIM in detail.
14. What are the steps involved in ongoing performance monitoring? Explain.
15. Discuss the role and responsibilities of 360 degree feedback and assessment development centres.
16. Highlight the current issues of performance management.

PART C — (1 × 20 = 20 marks)

Compulsory.

17. “There is a major issues and setbacks in all organisation on job description and job analysis and these two are the major source of poor performance and major conflicts among the employees of majorities of organisations. But these two things are very important and essential one, however many organisations are unable to perform and maintain”. Discuss the issue and bring your valuable strategies to resolve the above said issues.
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