

MAY 2016

P/ID 77807/PMSR5

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. What is goal?
2. What is target?
3. What is the need for performance appraisal?
4. What is paired comparison approach?
5. What are the limitations of performance appraisal?
6. What is the need for executive compensation?
7. What is facilitating performance?
8. What is performance team?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. What is international compensation?
10. What is assessment development centre?

11. How a manager performance is planned?
12. Discuss the influence of organisational change on performance management.
13. Discuss the requirements of an effective benefits programmes.
14. Explain the process of appraising for recognition and reward.
15. Discuss management of change.
16. How the employees services are evaluated?

PART C — (1 × 20 = 20 marks)

Compulsory

17. A public sector company wants to introduce computerisation in accounts department. The company insists on computer qualifications and training for the accounting employees. They resist for this change of “Accounts Computeristaion”.

As HR manager, suggest suitable measure for the introduction of computer in accounts department for accountants who resist change.