

4th SEMESTER

Supplementary END SEMESTER EXAMINATION -2019

PAPER CODE: MGH-07

TITLE OF PAPER: Performance Management

Time: 3:00 Hours

Max. Marks : 60

Note: Answer any five questions.

All questions carry equal marks. (6+6 = 12)

- Q.1 [a] What are the sources that a MNC can tap for its overseas positions?
- [b] What are the approaches to Multinationals Staffing decisions?
- Q.2 [a] Discuss "Systems approach to HRM". What are the important subsystems of HRM?
- [b] Why is it important for a company to make its human resources into a competitive advantage?
- Q.3 [a] Discuss some problems in Performance Appraisal.
- [b] What are the objectives of Compensation Planning system?
- Q.4 [a] Define and explain the concept of Performance Management? Explain its purpose.
- [b] What is Career development? Why is it important for an organisation?
- Q.5 [a] What are the objectives of Employee training? Explain the benefits of training.

[b] How are Training and Development different from one another?

Q.6 [a] Discuss the steps an Appraiser should take when giving feedback.

[b] Discuss the preparation that an appraiser should take before an appraisal feedback.