**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**FIFTH TRIMESTER (Batch 2019-21)**

**END TERM IMPROVEMENT EXAMINATION, FEB-2021**

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| Course Name | **Performance Management System** | Course Code | **HR 405** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS:**

All questions carry equal marks.

1. Performance management System is an extremely critical HR function. Do you agree with this statement? If yes, why?
2. Performance objectives and KRAs need to be developed carefully. Elaborate this statement by explaining in detail that how performance planning is done. Majorly emphasize on practical exams while attempting this question.
3. Mr. John felt disgusted with forced choice method as an appraisal method. Many employees feel demotivated when their performance is assessed through this method. What according to you made Mr. John feel disgust towards this method and suggest at least two methods which are error/ bias free.
4. “ I just don’t understand, why managers are failing to realise the importance of performance review of their subordinates. There are reasons and ways of doing review”, echoed Mr. Shyam’s voice, as he was talking to his team of HR department. What according to you would have made Mr. Shyam give this statement. How according to him managers to conduct reviews of their subordinates?