

Institute of Distance & Open Learning

MMS Programme: Semester – III (2021-22)

Human Resources Specialization

Competency Based HRM & Performance Management - 60 Marks

Instructions

1. Q1 (20 marks) is compulsory
 2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
 3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
 4. Figures to the right indicate full marks
 5. Draw neat diagrams wherever necessary
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Q1 IS COMPULSORY (20 Marks)

- a) Explain in Brief the Process of Performance Management (10 Marks)
- b) Explains Alignment of HR systems with respect to the competency approach (10 Marks)

Q2) Any two from (a) or (b) or (c) (10 Marks)

- a) Explain Performance Analysis Concepts. (5 Marks)
- b) Explain Role of Supervisor and HR Department in Performance Management. (5 Marks)
- c) Why measuring organizational performance is Important? (5 Marks)

Q3) Any two from (a) or (b) or (c) (10 Marks)

- a) What are different types of Organizational Performance Tools? (5 Marks)
- b) Explain Performance Planning Process (5 Marks)
- c) What are Pre Requisites for Assessment Centers? (5 Marks)

Q4) Any two from (a) or (b) or (c) (10 Marks)

- a) Explain Succession Planning Process. (5 Marks)
- b) What is the difference between competencies and job? (5 Marks)
- c) Explain in brief the functioning of Assessment Centers. (5 Marks)

Q5) Any two from (a) or (b) or (c) (10 Marks)

- a) Five types of competency characteristics. (5 Marks)
- b) Explain the role of Assessor in Assessment Centers (5 Marks)
- c) Benefits of Using a Competency-based Selection System (5 Marks)

Q6) Any two from (a) or (b) or (c) (10 Marks)

- a) Explain Different Tools of Data Collection (5 Marks)
- b) What do you mean by Career Plateau? (5 Marks)
- c) Explain Future Oriented Methods of Performance Appraisal (5 Marks)

Q7) Write Short Notes on any two (10 Marks)

- a) Role Play (5 Marks)
- b) Psychometrics Tests (5 Marks)
- c) Ethics in Performance Appraisal (5 Marks)

Note:

A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.