

**JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**

**PGDM / PGDM (M) / PGDM (SM)**

**IV TRIMESTER (Batch 2016-2018)**

**MID TERM EXAMINATIONS**

Course Name	Performance Management System	Course Code	HR402
Max. Time	1 hour	Max. Marks	20 MM

**INSTRUCTIONS:** Attempt all questions. All question carry equal marks.

**Q1.** “Performance Management is continuous and pervasive process” in view of this statement discuss the objectives and need of PMS in organization and its integration with other HR verticals.

**Q2.** Discuss the role of balanced scorecard in aligning business objectives with individual targets in performance planning? Construct minimum 3 KRA for an HR executive working in mid-sized FMCG organization on result based dimension of performance.

**Q3.** How do competency-based human resource management methods of defining and measuring human performance impact individual workers?

**Q4.** Construct questions for Behaviour Event Interview for formulating competency based performance management system for a profile of customer executive in Tourism Industry.