

**Tilak Maharashtra University**  
**Master of Business Administration (Distance)**  
**(Semester - IV) - Internal Evaluation (HR)**  
**PERFORMANCE MANAGEMENT SYSTEM**

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**Marks : 80**

**Code : MDHR 402**

**Note:**

- ❖ The Paper Consist of two sections I & II
  - ❖ Attempt any three questions from Section I
  - ❖ Section II is Compulsory
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**Section I**

- 1.(a) What is Performance Management? And explain Dimensions of Performance Management (15)

Or

- (b) Explain Role of Appraisals in Performance Management. Chart down appraisal process. (15)

2. (a) What is Performance Planning? What are the different ways to plan performance? (15)

Or

- (b) What is Self Appraisal? And discuss the purpose of self appraisal.

3. (a) What is performance Analysis? Discuss Performance equation and discuss objectives of Performance analysis. (15)

Or

- (b) Discuss need for performance rating and factors affecting ratings in performance appraisal.

4. (a) Write Short Notes (Any 3 out of 5) (15)

1. Performance Review Discussion (PRD)
2. Problems with Performance Appraisal
3. Management By Objectives (MBO)
4. Process of Job Evaluation
5. KPA/ KRA

Or

- (b) Describe use of performance management system data for HR decisions.

## **Section II**

**Q.5 Case Study (25)**

Discuss Performance Analysis of Branch Manager of a Marketing Firm and segregate the Facilitating and Hindering Factors

**Q6. Discuss Transfers, placement decisions, appreciation letters and certificates and announcement of newsletters as an outcome of Performance management system data. (10)**