

Dr. Babasaheb Ambedkar Open University

Term-End Examination July-2016

Corse : APGDHR

Subject Code : APGDHR - 208

Max. Marks : 70

Subject Name : Managing Performance

Duration : 03 hours

Date :

Time :

Section A

Answer the following (any three)

(30)

1. Explain the process of performance management in detail.
2. What are the various objectives and significance of HR records?
3. Describe the various methods of gathering job information for job analysis.
4. Explain the various sources of recruitment.
5. Describe the career development cycle in detail.

Section B

Answer the following (any four)

(20)

1. State the uses and importance of performance appraisal.
2. Define the term training along with its objectives.
3. Describe the various elements of career planning.
4. Distinguish between Job Evaluation and Job Analysis.
5. State the theory of Maslow's Need Hierarchy.
6. What are the various objectives of the motivator?

Section C

A. MCQ (2x5)

(10)

1. Which of the following is not a step of the counseling process?

- a. Initiating b. Exploration c. Formulation d. None of the given.

2. State the full form of KPA

- a. Key Performance Area b. Key Process Area
c. Key Procedure Area d. None of the given

3. Which of the following is the effect of low morale?

- a. Enthusiasm b. Tardiness c. Dedication d. Unification

4. _____ means the interpersonal relation between two.

- a. Involvement b. Guidance c. Dialogue d. Feedback

5. In the ERG Theory, E stands for _____

- a. Existence b. Export c. Efficiency d. Effect

B. Explain following terms (2x5)

(10)

1. 360 Degree Appraisal

2. Morale

3. Information System

4. Motivation

5. Voluntary Retirement System (VRS)
