

**PARUL UNIVERSITY**  
**FACULTY OF SOCIAL WORK**  
**MSW HRM/, Summer 2018-19 Examination**

**Semester: 4**  
**Subject Code: 10202280**  
**Subject Name: Performance Management System**

**Date: 24/04/2019**  
**Time: 10:30 am to 01:00pm**  
**Total Marks: 60**

---

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q 1.A) True or False. (Each of one marks) (10)**

- 1 Performance management is a strategic tool and is holistic in nature.
2. An effective performance management system can play a very crucial role in managing the performance in an organization.
- 3 Performance management practices cannot have a positive influence on the job satisfaction and employee loyalty.
- 4 Social Cognitive Theory provides opportunities for social support through instilling expectations & self-efficacy.
- 5 Organizational Justice' refers to the extent to which the employees perceive workplace procedures, interactions and outcomes to be fair in nature.
- 6 Psychologists have highlighted 2 distinct types of Organizational Justice.
- 7 Procedural justice can overweight distributive justice.
- 8 Employee Engagement is the important ways to enhance employee performance management process.
- 9 Edwin Locke put forward the control theory of motivation.
- 10 The cybernetic model helps the managers to control the performance of the employees.

**B) How did the concept of performance management emerge? (05)**

**Q.2A) Answer in one sentence. (Each of one marks) (10)**

1. Define performance management system.
2. Define potential appraisal.
3. State 3 differences between performance appraisal and performance management..
- 4 What is organizational justice?
5. State 4 core processes of performance management.
6. Enlist the components of performance management system.
7. List any three advantages of goal setting theory.
8. Discuss any two advantages of PMS to an organization.
9. State the three types of control as per the control theory.
10. State any four objectives of PMS.

**Q .2B) Define the following terms. (05)**

1. Discuss the concept of organizational justice with its types.
2. Briefly discuss the limitations of social cognitive theory.

**Q .3A)** What are the components of performance management system? Discuss them in detail. (10)

**OR**

**Q .3A)** Discuss how integration of performance management with employee engagement can lead to improved performance? (10)

**B)** Discuss the key components of Social Cognitive Theory.. (05)

**Q .4A)** What is the need and importance of performance management in current environment? (10)

**B)** Explain performance management cycle with the help of diagram. (05)

**OR**

**B)** Write a short note on basic principles of performance management. (05)