

Performance Management HRM713 Final Term Exam (20 Aug. 16)

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1. There are two methods used to determine employee performance ratings; Judgmental procedure and Mechanical procedure. Briefly explain these two procedures and identify which one is more impartial and why.
2. Kaleem being the team lead always take credit of his team's success and claim that his continuous supervision and guidance have made people worked within his team. However, if any of his team members fails to perform, he accuses the person and his careless behavior for this; according to him all necessary support has already been provided to the employees even then if any one fails to perform than it is his/her own approach towards the job.
Kaleem's perception about his team's performance indicates a particular rating distortion; you are required to identify and explain this rating distortion and mention whether it is intentional or unintentional.
3. Sometimes offered rewards are not motivating and improving employees' performance. What are the possible reasons behind such failure of pay plans?
4. How HR department entertains the appeals against performance ratings?
5. Being a student of PMS, will you advocate the pilot testing for PMS? Why or why not?
6. Organizational Culture is a phenomenon which gives sense of identity to organizations. Does culture of an organization play any significant role in the development of organization's PMS? Explanation is required.
7. In order to accurately conduct the 360 degree feedback, which steps need to be followed?
8. What type of limitations a coach/manager generally experiences while collecting data on employee development?
9. Discuss the multiple methods of job evaluation that facilitate in defining pay structures.