



UTTARAKHAND OPEN UNIVERSITY, HALDWANI (NAINITAL)

## उत्तराखण्ड मुक्त विश्वविद्यालय, हल्द्वानी (नैनीताल)

### *PGDHRM 2<sup>nd</sup> Semester Assignment*

Last date of Submission-15 June, 2011

**Programme Code-PGDHRM-10**

**Course Code:HR2307**

**Course Name-Performance and Reward Management**

**Maximum Marks-40**

#### **Section-A**

Section 'A' contains 08 short answer type questions of 5 marks each. Learners are required to answer 4 questions only. Answers of short answer-type questions must be restricted to 250 words approximately.

**Briefly discuss the following-**

1. Performance and Development Planning
2. Performance Management Vs. Human Resource Management
3. Peer Appraisal
4. Self-Assessment
5. Counselling
6. 360-Degree Appraisal
7. Potential Appraisal
8. Fringe Benefits

#### **Section-B**

Section 'B' contains 04 long answer-type questions of 10 marks each. Learners are required to answer 02 questions only.

1. What is meant by Performance Management? Do you think appraising employees benefit organisation? Also, explain the steps for introducing a performance management system in an organisation.

2. Describe the meaning and uses of appraisal. Briefly outline the different methods of appraisal. Design an appraisal system for organisation you are working or familiar with.
3. Explain the concept and characteristics of a learning organisation .How do people act in a leaning organisation? Visit any organisation and meet the persons in managerial positions. Compile and present a report on how they manage teams and low performers.
4. Explain the concept and types of compensation. What in your view are the objectives and criteria of compensation administration?



