Week 1 Assignment

The due date for submitting this assignment has passed. Due on 2018-02-25, 23:59 IST.

Submitted assignment

1) An equal rating of all employees such as average is called as:
   - Lenient tendency
   - Strict tendency
   - Strict tendency
   - Central tendency

No, the answer is incorrect.
Score: 0
Accepted Answers:
Central tendency

2) An employee, if rated lower in appraisal rating because of “gender” is an example of
   - Lenient /strict tendency
   - Bias
   - Central tendency
   - Different tendencies

No, the answer is incorrect.
Score: 0
Accepted Answers:
Bias

3) How can a manager ensure that is giving consistent feedback and attention to those being supervised?
   - By greeting your employees every morning
   - By putting regular one-to-one sessions in a staff calendar
   - By installing an office messaging system such as slack
   - By sending daily email alerts on your schedule and availability for one to ones

No, the answer is incorrect.
Score: 0
Accepted Answers:
By putting regular one-to-one sessions in a staff calendar

4) Which among the following is not a difference between performance management (PM) and performance appraisal(PA):
   - PM is driven by functional in charge but PA is driven by performance appraisal
   - PM is an on-going process but PA is used to conduct once in a year

No, the answer is incorrect.
Score: 0
Accepted Answers:
By putting regular one-to-one sessions in a staff calendar
PM aims at employee development, but PA assess the employee performance
PM doesn’t consider regular feedback and PA considers strategies of business

No, the answer is incorrect.
Score: 0
Accepted Answers:
PM doesn't consider regular feedback and PA considers strategies of business

5) Which among the following is not a contribution of performance management: 1 point

- It increases the self esteem
- It helps to develop clear organisational goal
- It is helpful in managerial developmental program process
- It helps managers to get insight about subordinates

No, the answer is incorrect.
Score: 0
Accepted Answers:
It is helpful in managerial developmental program process

6) Which among the following can be a possible issue while designing an appraisal programme? 1 point

- Quality
- Methods of appraisal to be used
- Quantity
- Cost of effectivenes

No, the answer is incorrect.
Score: 0
Accepted Answers:
Methods of appraisal to be used

7) .......... of performance management provides data about the expectation of organisation and supervisor’s belief about the prioritizing the job. 1 point

- Administrative purpose
- Developmental purpose
- Maintenance purpose
- Informational purpose

No, the answer is incorrect.
Score: 0
Accepted Answers:
Informational purpose

8) ........ Includes perceptions of the performance evaluation and reward received relative to the work performed. 1 point

- Informational justice
- Interpersonal justice
- Distributive justice
- Procedural justice

No, the answer is incorrect.
Score: 0
Accepted Answers:
Distributive justice

9) The “Inclusiveness” characteristics of performance management speaks about: 1 point

- Employee participation
- Static Flow of process
- Managerial output only
Individual Concern only

No, the answer is incorrect.
Score: 0

Accepted Answers:
Employee participation

Organisational maintenance purpose of performance management speaks about

- Effective Recruitment
- Human resources planning & Development
- Organisational Reengineering
- Organisational Change

No, the answer is incorrect.
Score: 0

Accepted Answers:
Human resources planning & Development

The primary purpose of providing employees with feedback during performance appraisal is to motivate them to:

- Apply for managerial positions
- Remove any performance deficiencies
- Revise their performance standards
- Enroll in work related training programs

No, the answer is incorrect.
Score: 0

Accepted Answers:
Remove any performance deficiencies

In most of the organisations, which of the following is primarily responsible for appraising an employee’s performance?

- Employee’s direct supervision
- Company Appraiser
- Human Resources Manager
- EEO Representative

No, the answer is incorrect.
Score: 0

Accepted Answers:
Employee’s direct supervision

While designing an actual appraisal method, the two basic considerations are:

- Who should measure and when to measure
- When to measure and what to measure
- What to measure and who should measure
- What to measure and how to measure

No, the answer is incorrect.
Score: 0

Accepted Answers:
Who should measure and when to measure

Which among the following is most likely NOT a role played by the HR department in the performance appraisal process?

- Monitoring the effectiveness of the appraisal system
- Providing performance appraisal training to supervisors
- Conducting appraisal of employees
- Ensuring the appraisal system’s compliance with laws
No, the answer is incorrect.

Score: 0

Accepted Answers:
Conducting appraisal of employees

15) All of the following are reasons for appraising an employee’s performance except:

- Assisting with career planning
- Correcting any work-related deficiencies
- Determining appropriate salary and bonus
- Creating an organisational strategy map

No, the answer is incorrect.

Score: 0

Accepted Answers:
Creating an organisational strategy map