Week 8 Assignment

The due date for submitting this assignment has passed. **Due on 2018-04-04, 23:59 IST.**

Submitted assignment

1) What conclusion can be drawn from the PWC survey report in relation to the effectiveness of performance management system?  
   - Service sectors are less careful regarding PMS implementation  
   - More the size of the company, less the effectiveness of PMS  
   - Less the size of the company, more the effectiveness of PMS  
   - Manufacturing industries pay more attention on PMS implementation  
   **No, the answer is incorrect.**  
   **Score: 0**  
   **Accepted Answers:**  
   - Less the size of the company, more the effectiveness of PMS

2) Current trends in PMS shows the followings **EXCEPT**  
   - Increased focus on development  
   - Focus on present career  
   - More frequent tracking of performance outcomes  
   - Higher rate of feedbacks  
   **No, the answer is incorrect.**  
   **Score: 0**  
   **Accepted Answers:**  
   - Focus on present career

3) What kinds of changes are brought in by PMS in organisations?  
   - Focus on individual goal rather than team goal  
   - Ongoing feedback rather than annual appraisals  
   - Financial rewards rather than intrinsic rewards  
   - Process focused rather than outcome focused evaluation  
   **No, the answer is incorrect.**  
   **Score: 0**  
   **Accepted Answers:**  
   - Ongoing feedback rather than annual appraisals

4) Which of the following could be the possible benefit of contemporary PMS?  
   - Helpful in Identifying the next best action plan  
   - High Job perception  
   - High attrition  
   **Score: 0**  
   **Accepted Answers:**  
   - Helpful in Identifying the next best action plan

https://onlinecourses.nptel.ac.in/noc18_hs14/unit?unit=12&assessment=91
5) Which of following the statement regarding PMS is correct?  
- PMS supports business objectives  
- Individual contribution is ignored  
- Creativity can only be promoted through performance evaluation  
- PMS is not so effective in IT industry

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
*Helpful in Identifying the next best action plan*

6) What are the changes that can be perceived these days in the workplace EXCEPT?  
- Geographically dispersed teams  
- Flexible definition of a job  
- Telecommuting  
- Tall organizational structure

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
*Tall organizational structure*

7) Which of the following is a perceptible change that can be noticed in worker’s characteristics?  
- Number of qualified NRIs  
- Employer expectations of the job  
- Loyalty of employees  
- Changing informal relationships

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
*Loyalty of employees*

8) Most of the performance appraisal systems have not been effective only for taking  
- Administrative decisions  
- Developmental decisions  
- Managerial decisions  
- Leadership decisions

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
*Administrative decisions*

9) PWC survey report suggests PMS is least effective in ________ industries.  
- IT  
- Finance  
- Manufacturing  
- Consumer
10. Which of the following factors is likely to help the PMS become more effective in the 21st Century?  
- Use less technological tools  
- Respond to appraiser’s expectations  
- Recognize employee contributions with  
- Make PMS legally defensible  

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

11. In what kind of organizations PMS is most effective?  
- Small organisations  
- Large organisations  
- Medium organisations  
- All of the above  

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

12. Which method of performance rating is followed by Amul?  
- Rating scale  
- BARS  
- Assessment center  
- Paired comparison  

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

13. Which of the following is recommended for avoiding technological complications in PMS?  
- Make users comfortable in less time  
- Additional time should not be given to users  
- Additional time makes the system weaker  
- Collect employee feedback with minimal intervention  

No, the answer is incorrect.  
Score: 0  
Accepted Answers:  
Collect employee feedback with minimal intervention

14. In what way technology can help PMS in an organization fulfilling its purpose and goal?  
- Decentralization of data  
- Separating the performance data from other information  
- Ease of data input and retrieval  
- Assessment of only physically present individual
15 Which of the following is NOT a factor in creating problems in managing performance of the employees?

- Managers’ ability to have difficult conversations with employees
- Managers’ biasness while rating the performance
- Management’s focus on process of evaluation rather than quality
- Managers’ willingness to rate honestly

No, the answer is incorrect. Score: 0
Accepted Answers: Managers’ willingness to rate honestly