Assignment 12

The due date for submitting this assignment has passed. As per our norms, you have not submitted this assignment.

1. Which trend through step chart was taken by Connie Moms, Senior Vice President of Human resources at Adobe Systems in 2012? 1 point
   a. 100% increase in lower level employees
   b. Adoption of 350-degree approval system
   c. Ratio of annual review format
   d. Setting up a well-balanced committee

   No, the answer is incorrect. Score: 0
   Accepted Answers:
   - Adoption of Annual review format

2. ________ was rolled out at Adobe Systems in 2012 in replacement of ________ 1 point
   a. Check in process, Check for process
   b. Check out process, Multi-view process
   c. Check in process, Team based approval
   d. None of the above

   No, the answer is incorrect. Score: 0
   Accepted Answers:
   - None of the above

3. At Adobe Systems, ________ feedback was proposed as the norm for offering feedback. 1 point
   a. Regular
   b. Frequent
   c. Monthly
   d. Quarterly

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

4. State whether the following is true or false. 1 point
   - Performance appraisal in general is a two-way process. It is not at all time consuming.
     a. True
     b. False

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

5. In case, your friend's son comes for an interview and you are one of the panelists, selecting him anyway without considering his credentials, depicts how? 1 point
   a. Ethical issues
   b. Unethical personal issues
   c. Judgemental issues
   d. None of the above

   No, the answer is incorrect. Score: 0
   Accepted Answers:
   - None of the above

6. State whether the following is true or false. 1 point
   - Performance of sales staff should only be evaluated on the basis of targets.
     a. True
     b. False

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

7. Which of these companies was a revolutionary in putting out to 'hire and fire' performance management system? 1 point
   a. Cerigil
   b. Dell
   c. Apple
   d. General Electric

   No, the answer is incorrect. Score: 0
   Accepted Answers:
   - General Electric

8. Which of the below mentioned companies was a revolutionary in introducing on-the-job conversations in place of annual appraisal? 1 point
   a. Dell
   b. Apple
   c. Cerigil
   d. General Electric

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

9. Which of the below mentioned companies was a revolutionary in standardizing ratings for performance development? 1 point
   a. Dell
   b. Apple
   c. Cerigil
   d. General Electric

   No, the answer is incorrect. Score: 0
   Accepted Answers:
   - General Electric

10. State whether the following is true or false. 1 point
    Since decades, no changes have been made by the companies in ways that were used earlier and are being used now for appraising performance of employees.
    a. True
    b. False

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