

## Unit 11: Performance Management System

1.

**Which stage of performance management process decided what to do and how to do it?**

Plan

Act

Monitor

Review

2.

**Performance management is a one-time process.**

True

False

3.

**\_\_\_\_\_ is a systematic and structured approach to successfully achieve the desired goals of an individual or team throughout the assessment year.**

Performance  
Management

Performance Planning

Human Resource  
Management

All of the above

4.

**Which is not an objective of human resource planning?**

To remove vagueness

To communicate  
responsibilities

To provide ongoing  
feedback

None of the above

5.

**Critical incident method judge the personality rather than performance.**

True

False

6.

**Critical incident method judge the personality rather than performance.**

Forced choice method

MBO

BARS

360 degree

7.

**\_\_\_\_\_ is a process that converts organizational objectives into individual objectives.**

Forced choice method

MBO

BARS

360 degree

8.

**Who cannot be included as appraiser?**

Superior	Subordinate	Peers	None of the above
9. <b>Potential appraisal system should not be linked with other HRD sub-systems.</b>			
True	False		
10. <b>Which cannot be included as mechanism of potential appraisal?</b>			
Rating by superior	Psychological tests	Performance records	Personality
11. <b>Potential appraisal enables the organization to identify the future leaders.</b>			
True	False		