**Performance Management System**

**April 2022 Examination**

# 

# Question 1. Akanksha Gifting solutions is a startup business that recycles plastics and makes decorative items. Prepare an incentive scheme for Sales Executives who sell the decorative items either online through marketing on Instagram / selling to Corporates (10 Marks)

## 

## Ans 1.

## Introduction

Retail hoisting uses shops' techniques and techniques to attract clients and pressure offers. Regardless, retail showing has four critical components called the "4 P.s.": object, cost, region, and development.

**Item**. First is the Product, that's the genuine article being sold.

**Place**. The second is rate, which alludes to searching over the seller's approach to promoting the component Its Half solved only

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# Question 2. You are the HR manager at Dheeraj Automotive Ltd which provides auto components to various automotive companies in India. You are introducing 360 degree feedback process in the company. Design a 360 degree form for the position of Purchase Manager (PM). This form is to be filled by the Manager of the PM. (10 Marks)

## 

## Ans 2.

## Introduction

Concerning Dheeraj automotive Ltd.'s evenhanded to continuously improve, we mention they are proper to live enter on their leader's show this earlier year. Their feedback can be determined within the center worth of all the responses to their mystery and warranty that each crucial's outcomes are altogether private. A layout of all information could be organized for each leader to apply the analysis to analyze and make as a chairman. HR will, in like manner, set up a basic

# Question 3 (A). Showbiz Films Ltd is in the filmmaking business focusing on movies, television and digital series and related merchandise. The company has been in existence since 2017. The company now has plans to go global and also expand rapidly. You have joined as the HR manager at the company:

# a. Prepare a Vision and Mission statement for the company (5 Marks)

## 

## Ans 3a.

## Introduction

A fantasy rationalization revolves around tomorrow and what an affiliation desires to come to be being eventually. A venture declaration revolves around how an association achieves it these days. The vision clarification revolves around the day after today and what the association needs to transform into- the task assertion primarily based on today and what the affiliation does. Both

**Question 3(B). Write 2 SMART (Specific, Measurable, Achievable, Relevant, Timebound) which can help the company achieve its vision that you have prepared. (5 Marks)**

**Ans 3b.**

**Introduction**

Goals are an essential technique for making sure people are agreed with the association's objections. Even extra essentially, unique locations are shown to move laborers. Workers force consumer dependability and driving lengthy stretch accomplishment. "The S.M.A.R.T. goal