**Performance Management System**

**April 2023 Examination**

**1. Skyfirst Airlines is a low cost domestic airline in India and is a five year old company.**

**You are the HR Manager of the company and need to prepare a 360 degree questionnaire for the position of ‘’ground staff at the airport’’. (10 Marks)**

**Ans 1.**

**Introduction**

There are numerous ways to approach 360-degree evaluation inquiries. Still, the majority of organizations go with using a mix of both closed and flexible questions to provide both measurable insights and qualitative data into an employee's performance.

We generally utilize a mix of complex skill-related concerns ranked on a range of measurable responses and, afterward, some open-minded concerns to record qualitative comments involving soft skills.

Several businesses make use of a rating range to identify worker performance. A popular

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**2. Yash Financial Services is a financial solutions company with various products like mutual funds, loans, fixed deposits, etc. Prepare an appraisal form using the graphic rating scale for the position of “Recruitment Executive” in Yash Financial Services (10 Marks)**

**Ans 2.**

**Introduction**

A graphic rating scale can be defined as a performance evaluation approach that lists behaviors and preferred traits for every duty and prices employee on each of those in a phoned number range. The attributes include high job quality, preparation, team effort, job expertise, accountability, obligation, etc.

This helps a firm determine employee performance levels, raise performance, and make promos and salary adjustments. The visuals rating range measure additionally aids human resources

**3. Using ‘’cost effectiveness’’ as the theme, prepare two SMART each for the following**

**profiles :**

**a. Production Executive at a manufacturing company (5 Marks)**

**Ans 3a.**

**Introduction**

Our country is aiming to be a manufacturing hub in the future. A manufacturing organization can be specified as an organization that consists of the production of goods or products making use of resources. The final products are made with the help of plants and equipment run by

**b. Dispatch Executive at a Logistics company (5 Marks)**

**Ans 3b.**

**Introduction**

Logistic organizations plan, manage the storage space and execute and movement of solutions and items or info within a supply chain and between the intake and factors of beginning. Different logistics companies deal with some or all of these supply chain operations based on the customer's logistical