**Performance Management System**

**June 2023 Examination**

**Q.1 Illustrate with example, how to write SMART Goals. (10 Marks) –**

**Ans:**

**Introduction:**

Goal setting is crucial for any organization or status quo. Setting goals will make it easier to decide how to finish the activity and how the plan will be attained. Success has become more manageable when you have well-defined gadgets primarily based on actuality. It's miles a supportive manner to obtain new milestones. By setting objects and forming a clear plan for a way you will grasp your desired aim, you could pick out the course to use assets and length to achieve achievement.

## How to write SMART Goals:

A wise purpose is a sensibly prearranged, worthy, and countable goal. When you write SMART

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**Q.2 You are the team leader of a team of ten Sales Executives. Your Manager has asked you to design a Performance Planning Process for your team. How will you do it? (10 Marks)**

#### ****Ans:****

#### ****Introduction:****

Performance planning is the primary stage of the management of performance. It identifies the path of labor so that each employee and their senior recognize what's projected for the employee and how accomplishment is properly particular and measured.

Overall performance planning is a deliberate process that ensures that an organization's dreams are executed via its workforce. It includes putting precise, assessable, realizable, suitable, and time-bound desires for workers and then producing an approach to help them achieve the one's

**Q.3 In a strategy meeting, as a HR Manager, you are asked to evaluate the Management By Objectives method for evaluating the performance of employees.**

**a) How will you explain your views related to MBO as a method of appraising the performance of the employees? (5 Marks)**

**Ans 3a.**

**Introduction:**

Management by objectives (MBO) is when a supervisor and worker decide on specific performance desires and then shape a plan to accomplish them. This practice's cause is to beautify the company's performance by defining the organization’s and employees’ passions. It is deliberate to line aims at some point of an association and boom employee contribution and

**b) If it is decided to follow MBO method for performance evaluation of employees, what steps would you suggest for implementing MBO? (5 Marks)**

**Ans 3b.**

**Introduction:**

Management by objectives (MBO) is a planned system to enhance the performance of an organization. It is a technique wherein the objectives of the status quo are well-mentioned and communicated by using the highest degree of management to all the humans involved in that employer. Well-mentioned goals lead to the achievement