**Performance Management System**

**September 2023 Examination**

**Question-1**

**Mobi Electric is a startup company that makes Electric Two Wheeler scooters. The company intends to commence with Performance Appraisals for the first time and would like to adopt the Graphic Rating Scale. Prepare a Graphic Rating Scale Performance Appraisals form. (10 marks)**

**Ans:**

**Introduction**

The performance of its employees dramatically influences the success of any organization. Recognizing this, Mobi Electric, a pioneering startup company in the electric Wheeler scooter industry, has determined to conduct performance appraisals for the first time. Performance appraisals play a crucial role in assessing the effectiveness and efficiency of employees, providing a comprehensive evaluation of their contributions to the organization.

Mobi Electric acknowledges that a well-designed performance appraisal system is instrumental in aligning individual goals with organizational objectives, identifying regions for improvement,

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**Question-2**

**Atom berg Ltd is an automotive company with 2000 employees across major cities in India. The company is planning to introduce 360 degrees feedback and has requested you to design a 360 degrees form. (10 marks)**

**Ans:**

**Introduction:**

Atomberg Ltd, a leading automotive company with a strong presence across major cities in India, is at the forefront of innovation and excellence in the industry. With a workforce of 2000 dedicated employees, the company recognizes the importance of continuous improvement and employee development to maintain its competitive edge. In line with this vision, Atomberg Ltd is considering introducing a 360-degree feedback system to provide comprehensive and multi-dimensional feedback to its employees.

Implementing a 360-degree feedback device signifies Atomberg Ltd's commitment to fostering a

**Question-3**

**Akshaydeep Foods is a 1 year old company which is in the restaurant and food catering services. They have recently introduced Performance Appraisal process in the company. You are the HR Manager and need to set goals for your team.**

**You need to prepare 2 goals each for the following:**

**a) Training Manager (5 marks)**

**Ans:**

**Introduction:**

The education manager at Akshaydeep Foods is to develop and deliver a comprehensive and informative introduction to the company, its values, and its tradition. This goal aims to provide new employees with a strong foundation of knowledge and a sense of belonging right from the beginning of their journey with

**b) Hiring Manager (5 marks)**

**Ans:**

**Introduction:**

Performance appraisal is a vital component of any organization's human resources management. It systematically evaluates an employee's performance, providing valuable feedback on their strengths, weaknesses, and areas for improvement. By implementing a performance appraisal process, Akshaydeep Foods aims to enhance employee development, align individual goals with