**Performance Management System**

**December 2023 Examination**

**1. You have joined as HR Manager at Sonata Logistics which is a five year old company. You are required to design a ‘360 degree appraisal form’ as a method of employee appraisal. (10 marks)**

**Ans 1.**

**Introduction**

In today's dynamic business environment, organizations are constantly seeking ways to enhance their human resource practices to retain talent and ensure optimal performance. Sonata Logistics, a five-year-old company, is no exception. As the newly appointed HR Manager, one of the pivotal tasks at hand is to introduce a robust appraisal system that not only evaluates an employee's performance but also provides a holistic view of their competencies, strengths, and areas of improvement. The '360-degree appraisal' emerges as a

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**2. Network Limited is a computer hardware manufacturer and is introducing self-appraisal as a method for employee evaluation. Design a employee self appraisal form. (10 marks)**

 **Ans 2.**

**Introduction**

In today's rapidly evolving corporate landscape, the traditional methods of employee evaluation are undergoing significant transformations. One such innovative approach that has gained traction in recent years is the concept of self-appraisal. Network Limited, a leading computer hardware manufacturer, recognizes the importance of staying abreast of modern HR practices and is keen on introducing self-appraisal as a method for employee evaluation. At its core, self-appraisal is a reflective process where employees assess their own performance,

**3. SmartClass Ltd is a start-up company that conducts coaching, tuitions for students across India. The company is expanding rapidly across India and is hiring Teachers.**

**Using the SMART principles, prepare 2 goals each for each of the following:**

**a) Training Manager at SmartClass Ltd (5 marks)**

**Ans 3a.**

**Introduction**

The Training Manager at SmartClass Ltd plays a pivotal role in ensuring that the teachers are well-equipped with the necessary skills and knowledge to deliver quality education. As the company expands, the need for a robust training mechanism becomes paramount. Setting clear and actionable goals is essential for the success of the training department. Using the

**b) Hiring Manager at SmartClass Ltd (5 marks)**

**Ans 3b.**

**Introduction**

The Hiring Manager at SmartClass Ltd shoulders the responsibility of recruiting the finest educators to cater to the company's burgeoning demands. As SmartClass Ltd grows its footprint across India, the quest for adept teachers becomes even more pressing. The SMART (Specific, Measurable, Achievable, Relevant, Time-bound) principles offer a structured