

1. What is PMS?

- a. Performance Management System
- b. Post Market Surveillance
- c. Performance Marketing Skills
- d. Pre Managerial Skills
- e. Portfolio Management Services

Answer:- Performance Management System

2. How many phases are there in the revamped Performance appraisal system?

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

Answer:- 4

3. PMS is applicable to:

- a. All Officers of the Bank
- b. All Clerks of the Bank
- c. Both a and b
- d. a or b
- e. None of the above

Answer:- All Officers of the Bank

4. Which are the parties involved in PMS as per the revamped Performance Management System?

- a. Appraisee
- b. Appraiser
- c. Reviewer
- d. Validator
- e. All of the above

Answer:- All of the above

5. How many maximum number of roles can be assigned to an officer working in Central Office including annexes ?

- a. 1

- b. 2
- c. 0
- d. 3
- e. 4

Answer:- 2

6. As per the revamped PMS policy, how many appraisal is to be submitted in a FY by an officer?
- a. 1
 - b. 3
 - c. 4
 - d. 5
 - e. No such limit

Answer:- 4

7. Which of the following is not related to the revamped PMS policy?
- a. Role Allocation
 - b. Target Setting
 - c. Mid year Review
 - d. Quarterly appraisal
 - e. Final appraisal

Answer:- Mid year Review

8. What is KRA?
- a. Key Result Areas
 - b. Key Review Areas
 - c. Key Roles and Areas
 - d. Key Rapid Areas
 - e. Key Risky Areas

Answer:- Key Result Areas

9. Which tool will enable formal assignment of roles & KRAs to employees through a digital workflow?
- a. Role Assignment tool
 - b. Role Clarity tool
 - c. KRA tool

- d. KRA clarity tool
- e. None of the above

Answer:- Role Clarity tool

10. How many maximum number of roles can be assigned to an officer, where the strength of the branch officers is more than 3 (including the Branch Manager) ?

- a. 5
- b. 1
- c. 2
- d. 3
- e. None of the above

Answer:- 3

11. How many maximum number of roles can be assigned to an officer, where the strength of the branch officers is up to 3 (including the Branch Manager) ?

- a. 5
- b. 1
- c. 2
- d. 3
- e. None of the above

Answer:- 5

12. How many maximum number of roles can be assigned to an officer working in Regional office?

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

Answer:- 3

13. How much maximum marks is assigned for Discretionary KRA for Scale 1 to 4 in the Final Performance Appraisal?

- a. 15
- b. 70
- c. 30

- d. 20
- e. 10

Answer:- 15

14. EKAM was previously known as

- a. Union Prerna
- b. Union Sahyog
- c. Union Swar
- d. Union Samriddhi
- e. Union Gyan

Answer:- Union Prerna

15. Tagline of Ekam is

- a. Good people to bank with
- b. Together we grow
- c. together we can
- d. passionately yours
- e. together we will

Answer:- Together we grow

16. Full form of EKAM is

- a. Empowering through Knowledge, Analytics and Mentorship
- b. Empowering through Knowledge, Attitude and Mentorship
- c. Empowering Employees through Knowledge, Analytics and Mentorship
- d. Empowering through Knowledge, attitude and Mentorship
- e. Empowering through Knowledge, Application and Mentorship

Answer:- Empowering Employees through Knowledge, Analytics and Mentorship

17. Target setting and collation what is the adoption

- a. 100 plus parameter and 5000 measurable KRAs
- b. 10 plus parameter and 50 measurable KRAs
- c. 100 plus parameter and 50 measurable KRAs
- d. 100 plus parameter and 1000 measurable KRAs
- e. 100 plus parameter and 500 measurable KRAs

Answer:- 100 plus parameter and 5000 measurable KRAs

18. Marks assigned to performance KRA is

- a. 75
- b. 25
- c. 70
- d. 30
- e. 35

Answer:- 75

19. Marks allotted under discretionary KRAs

- a. 25
- b. 75
- c. 30
- d. 70
- e. 15

Answer:- 25

20. Marks assigned for successful completion in appraisal is

- a. 15
- b. 25
- c. 5
- d. 25
- e. 10

Answer:- 5

21. Marks assigned for promotion of digital products

- a. 5
- b. 15
- c. 25
- d. 30
- e. 0

Answer:- 5

22. Marks assigned for behavioural competencies

- a. 10
- b. 5
- c. 25

- d. 15
- e. 35

Answer:- 5

23. Number of competencies mapped under behavioural aspects for scoring is

- a. 5
- b. 7
- c. 8
- d. 10
- e. 15

Answer:- 5

24. Under PMS scores assigned weightage for quarter one is

- a. 15%
- b. 5%
- c. 10%
- d. 25%
- e. 20%

Answer:- 10%

25. Under PMS scores assigned weightage for quarter four is

- a. 100%
- b. 80%
- c. 25%
- d. 40%
- e. 60%

Answer:- 40%

26. How is KRA Scores calculated ?

- a. $(\text{Actual} / \text{Target}) * \text{Max score} = \text{KRA Score}$
- b. $(\text{Actual} - \text{Target}) * \text{Max score} = \text{KRA Score}$
- c. $(\text{Target} - \text{Actual}) * \text{Max score} = \text{KRA Score}$
- d. $(\text{Target} / \text{Actual}) * \text{Max score} = \text{KRA Score}$
- e. $(\text{Target} + \text{Actual}) * \text{Max score} = \text{KRA Score}$

Answer:- $(\text{Actual} / \text{Target}) * \text{Max score} = \text{KRA Score}$

27. Full form of SWAR initiative by our bank is

- a. strengthening wellness and resilience
- b. strengthening wellness and relationships
- c. supporting wellness and relationships
- d. supporting wellness and resilience
- e. strengthening wisdom and resilience

Answer:- supporting wellness and resilience

28. Purpose of New Rewards & Recognition Framework, which one is not correct as per policy

- a. Motivation and Morale
- b. Productivity and Performance
- c. Promotion and Incentive
- d. Alignment with Organizational Goals
- e. Fostering a Positive Culture

Answer:- Promotion and Incentive

29. As per Golden Ace Performer Reward, rewards points given to Zonal Head is

- a. 72000
- b. 60000
- c. 50000
- d. 54000
- e. 48000

Answer:- 72000

30. As per Golden Ace Performer Reward, rewards points given to Regional Head is

- a. 60000
- b. 72000
- c. 48000
- d. 45000
- e. 55000

Answer:- 60000