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School of Management and Business Studies
Department of Management **Roll No...**
Odd Semester Examination - January 2024
Integrated MBA- Semester IX
Performance & Compensation Management, MBA (I)- GE-HR-02

Duration: 3 Hour

Max.Marks -75

(15X5=75)

Note: Attempt any Five Questions, All questions carry equal marks

Q1: As an HR strategist, how would you integrate the balanced scorecard methodology within your organization to enhance strategic management and align human resources initiatives with overall business objectives?

Q2: Do you agree with the notion that performance management is an ongoing and continuous process? Please provide your insights and comments on this statement.

Q3: How does the legal framework influence and shape the design and implementation of compensation structures within organizations? Please elaborate on the key considerations and compliance aspects related to the legal framework of compensation.

Q4: What specific performance appraisal techniques could organizations implement to fairly evaluate employees in hybrid work environments ensuring equitable assessments for both in-person and remote workers?

Q5: What various types of organizational plans can be implemented to enhance performance in the organizations?

Q6: How can the HR department effectively implement a performance planning process to align individual and team objectives with organizational goals?

Q7: In what ways do statutory benefits and non-statutory benefits differ, and how can an organization strategically leverage both types to enhance its overall employee compensation and benefits framework?

Q8: How can an understanding of the determinants of compensation help organizations to design fair and competitive salary structures for their employees?