

Trimester: January 2024 - April 2024		
Maximum Marks: 50 Examination: ESE Examination Date: 26/03/2024 Duration: 3 hours		
Programme code: 06	Class: SY	Trimester: VI
Programme: MBA (Health Care Management)		
College: K. J. Somaiya Institute of Management		Name of the department / Section / Center: Healthcare
Course Code: 117P06C601	Name of the Course: Performance Management Systems and Compensation	
Instructions:		
<p>1. Question no. 1 is compulsory.</p> <p>2. Attempt any three questions from the remaining 6 questions from question number 2 to question number 7.</p>		

Question No.		Max. Marks
Q1	<p><u>Compulsory Question</u></p> <p>You are the HR Manager of ABC Ltd., which is a manufacturing setup with around 3000 employees, based in Mumbai, with production facilities near Pune, Noida, Hyderabad and Bangalore and sales offices in all the four metros.</p> <p>The company is involved in the manufacturing of laptops and caters to clients in the Information Technology sector. The focus of the organization is on providing good quality laptops at an affordable price with on time delivery to its clients.</p> <p>The company is also very employee-centric and intends to reward performance of individuals, teams as well as business units with focus on increasing efficiency, enhancing productivity and improving its market share by capturing the competitor's market segments.</p> <p>Your Vice-President HR has asked you to conceptualize, design and present a performance management system OR compensation structure for the employees of the organization. Please do the needful.</p>	20 Marks
	<u>Attempt Any THREE out of the Remaining SIX Questions from Question number 2 to question number 7</u>	
Q2	<p><u>Attempt any two</u></p> <p>a) Define HR and HRD. Elaborate on the concept of Human Resource Management and state its objectives.</p> <p>(b) Detail a generic conceptual model of Performance Management System.</p> <p>(c) Write short notes on Concept of Job Analysis OR an Example of KRA / KPI with objectives and measures for Vice-President Marketing role for the organization mentioned in Q1.</p>	5 Marks 5 Marks 5 Marks

Q3	<p><u>Attempt any two</u></p> <p>(a) Explain the concept of Social Security and Welfare. Enlist the need for extending benefits. 5 Marks</p> <p>(b) What are the responsibilities of the various entities involved at various stages of a Performance Management System process. 5 Marks</p> <p>(c) Write short notes on Concept of Job Evaluation <u>OR</u> List of KBQs / KBIs for Junior Executive - Finance role for the organization mentioned in Q1. 5 Marks</p>	
Q4	<p><u>Attempt any two</u></p> <p>(a) Define Wage and Salary and elaborate on the concept of Wage and Salary by defining the various terms associated with Wage and Salary. 5 Marks</p> <p>(b) Define Performance, Performance Management and Performance Management System. 5 Marks</p> <p>(c) Write short notes on Concept of Job Design <u>OR</u> Common pitfalls of Performance Appraisal. 5 Marks</p>	
Q5	<p><u>Attempt any two</u></p> <p>(a) Explain the concept of Variable Pay and list the assumptions and needs for Variable Pay Plans. 5 Marks</p> <p>(b) What kind of skills are needed to ensure an effective Performance Counselling session? 5 Marks</p> <p>(c) Design a Variable Pay Plan like Salesman incentive scheme for the organization listed in Q1 <u>OR</u> Write short notes on Bottlenecks in implementation of Performance Management System 5 Marks</p>	
Q6	<p><u>Attempt any two</u></p> <p>(a) List the various functions of HR. Explain the process of designing organization structure 5 Marks</p> <p>(b) What the various past-oriented and future-oriented methods of performance appraisal? Elaborate on any one of the future-oriented methods of performance appraisal. 5 Marks</p> <p>(c) Write short notes on Role, Qualifications and Qualities of HR manager <u>OR</u> Performance Monitoring 5 Marks</p>	
Q7	<p><u>Attempt any two</u></p> <p>(a) List the various elements of Compensation structure and explain the concept of wage incentives. 5 Marks</p> <p>(b) Describe the process that needs to be adopted to ensure an effective performance appraisal meeting and discussion. 5 Marks</p> <p>(c) Write short notes on Provident Fund <u>OR</u> Team Performance 5 Marks</p>	