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| **Trim: Jan-Mar 2025**  **Maximum Marks: 50 Examination: ETE Exam Date: 1.4.25 Duration:3 hrs** | | |
| **Programme code: 06**  **Programme: MBA -HCM** | **Class:** SY | **Semester/Trimester: VI** |
| **College:**  **K. J. Somaiya Institute of Management** | **Name of the department/Section/Center: MBA - HCM** | |
| **Course Code**: **117P06C601** | **Name of the Course: Performance Management System and Compensation** | |
| Instructions:  Pl note Question no. 1 is compulsory.  For remaining questions from Question 2 to 4 pl answer as per choice given in each question. | | |

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| QuestionNo. |  | **Max.**  **Marks** |
| 1. | 1. The CEO of a firm engaged in the business of medical insurance held a townhall meeting of the employees. The feedback he received from employees pointed to their efforts not been justly rewarded, their managers were unfair with assessing performance which lowered the level of enthusiasm and motivation to carry on their normal activities. CEO has asked HR Head to set right the system. 2. As HR head explain to the CEO the contribution a PMS System can make to an organisation (5 marks) 3. Characteristics of an Ideal Performance Management System and it’s linkages to other HR Systems. (5 marks) 4. A new HR Head has just taken over at a leading Health care Management company. The company has pan India presence. The HR Head has been assigned a task of reviewing the compensation of the company wholistically. Your task is to give the HR Head a complete understanding of the issues and perspectives for all the questions below- 5. Draw the network of total returns that the company offers to their Hospital managers. What returns do you believe make a difference in their effectiveness? (5 marks) 6. Briefly explain the two policy issues and techniques in the pay model to the HR Head. What purposes do the objectives in the pay model serve? (5 marks) | 10  10 |
| 2. | Write Short notes on any 2 out of 4 below ( 5marks each)   * 1. 360-degree appraisal   2. Rater bias in evaluating performance   3. Preferred Reward Characteristics   4. Job Description and Job Specifications | 10 |
|  | Answer any one of the following 2 questions.   1. What are two important prerequisites that are required before a performance management system is implemented? Describe the steps in the Performance management process. 2. What are the different approaches to measuring performance? Objectives or Key Result Areas can be met when the performance standards are robust. What are the characteristics of good performance standard? Explain with examples. | 10 |
|  | Answer any one of the following 2 questions  a) Explain the different competitive pay policy alternatives and the consequences of using each. What is a salary survey and why do organisations conduct salary survey?  b) List the statutory regulations in India that impact compensation. Explain how any two statutes impact compensations that organizations offer? | 10 |