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JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT

TEST -3 EXAMINATIONS- 2026

B.B.A-IV Semester

COURSE CODE (CREDITS): 24BB1HS412 MAX MARKS: 35

COURSE NAME: Human Resource Management

COURSE INSTRUCTOR:TNS MAX. TIME: 2 Hours

Note: (a) All questions are compulsory.

Q.No	Question	CO	Marks
Q1	"NovaTech Solutions" is an IT services company operating across Bengaluru, Hyderabad, and Gurugram. The company recently shifted from a traditional fixed salary structure to a strategic pay-for-performance model. Under the new system: • Employees receive variable pay based on quarterly performance ratings. • Team leaders are evaluated on project completion and client satisfaction. • Sales executives receive incentive-based compensation. • Senior managers receive bonuses linked to company profitability. Initially, the system improved productivity and revenue. However, after six months, HR noticed several concerns: • Employees complained about biased performance appraisals. • Team collaboration declined because employees focused only on individual targets. • Some managers manipulated ratings to reduce bonus payouts. • Employee stress and turnover increased. The CEO believes the compensation system is strategically important but wants HR to redesign it to improve fairness, motivation, and long-term performance. **Based on the case answer the following questions** a)*Critically examine the advantages and limitations of strategic pay-for-performance systems in modern organizations.* b). *Analyze the relationship between compensation, motivation, and employee performance using suitable HR theories.*	CO[5]	10(4=3=3)

	c) Suggest a revised performance management and compensation framework for NovaTech Solutions.		
Q2	Differentiate between traditional compensation systems and strategic compensation systems. How do strategic pay plans support organizational goals and competitive advantage?	CO[5]	5
Q3	An organization provides high salaries but experiences low employee morale and high attrition. Analyze the reasons behind this situation with reference to pay equity, benefits, recognition, and performance management?	CO[5]	5
Q4	A manufacturing company faces frequent strikes because workers believe management ignores safety issues. As an HR consultant, what immediate and long-term measures would you recommend?	CO[4]	5
Q5	Discuss the role of collective bargaining in maintaining industrial harmony. Explain the challenges faced by trade unions and employers in the Indian labour environment.	CO[3]	5
Q6	Discuss the role of employee benefits such as ESOPs, flexible work arrangements, wellness programs, and insurance in enhancing employee engagement.	CO[3]	5