



COLLEGE OF BUSINESS ADMINISTRATION & ACCOUNTANCY

MIDTERM EXAM

Subject: HRM 105 Compensation and Administration

Instructions:

Please write your answer to your test booklet. Your exam worth 100 points and good for 1 hr and 10 minutes.

Good luck!

Part 1- True or False- 2 pts each (Write true if the statement is True and Write false if the statement is False).

1. A mission statement is a declaration of attitude and outlook, allowing for the generation and consideration of a range of feasible alternatives and strategies
2. Rivalry among competing firms is usually the most powerful of the five competitive forces.
3. Liquidity ratios measure a firm's ability to meet maturing short-term obligations.
4. The overall aim of the Balanced Scorecard is to "balance" stakeholder objectives with customer and operational objectives.
5. Gather and analyze relevant information about current conditions and stakeholder needs to understand the context and constraints. describe the Input stage,

Part 2- Identification- 20pts

1. _____ does not show how to achieve a competitive advantage, so it must not be an end in itself.
2. The _____ allows a multidivisional organization to manage its portfolio of businesses by examining the relative market share position and the industry growth.
3. _____ is Incorporating CSR and sustainability into strategy ensures decisions positively impact society and the environment.
4. The _____ of an organization shapes how options are assessed, influencing what is considered feasible and acceptable.
5. _____ is when a company expands its role to fulfill tasks formerly completed by businesses up the supply chain.
6. _____ is a growth strategy that identifies and develops new market segments for current products.
7. _____ occurs when a firm moves into a new industry that has important similarities with the firm's existing industry or industries
8. A _____ is the disposal of a business unit through sale, exchange, closure, or bankruptcy.
9. _____ is a strategy aiming to establish a competitive advantage by having the lowest cost of operation in the industry.
10. _____ occurs when a company enters into an industry that contains none of the significant resemblances to the current company's industry.

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**Dr. Rakesh D, Dr. Iyanda Ismail A., Ms.
Sudha Ravishankar, Dr. Mahesh Singh**

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Tb Strat Mgt Byars, 1991 Management Of Innovation Strategy In Japanese Companies Kazuki Hamada, Shufuku Hiraoka, 2016-10-07 Traditionally innovation has been considered difficult to manage as it occurs through contingent discoveries and inventions For effective innovation management it is necessary to determine what provides new value to customers and achieve this new value efficiently while solving the technical problems This book explores how innovation management for industrial revitalization and activation are conducted in Japanese companies Innovation has diverse definitions but the editors of this book have adopted the one proposed by J A Schumpeter The features of innovation management in Japanese companies are considered systematically in the book Positive analyses using questionnaires and innovation management strategy in individual industries and companies is also explored in detail *Creating Value: Successful Business Strategies* Shiv Sahai Mathur, Shiv Mathur, Alfred Kenyon, 2012-05-04 Creating Value through Business Strategy is the new edition of Creating Value Shaping Tomorrow's Business winner of the MCA price for best management in 1997 This new edition provides constructive guidelines to readers to open their minds to the challenges of creating value It extends and updates the reasons for the choice of the individual offering as the strategy unit and intensifies and extends the challenges to standard approaches and conventional thinking Updates to all the material from the first edition are included and new examples have been added throughout Strategic Management V.S.P. Rao, V.S.P. Rao; V. Hari Krishna, Hari V. Krishna, 2004-05 Designed to facilitate understanding and retention of the material presented each chapter contains the following pedagogical features u Opening Case Each chapter begins with an opening case highlighting strategies and actions followed by Indian companies while trying to exploit the opportunities present in a competitive environment u Real World Examples Each chapter contains a number of real world examples illustrating how a particular firm has exploited the gaps present in the environment using its own resources to best advantage u Terminology Key ideas and terms that are vital to understanding strategic management have been highlighted throughout the book and explained at the end in a summarised form u References Each chapter is also supported by carefully selected references for the benefit of readers who might be interested in exploring the topic further u Personality Profiles Personality sketches of leading corporate heroes have also been provided at appropriate places illustrating the manner in which they fought against heavy odds and emerged as winners in the end u Review and Discussion Questions Following the terminology review and discussion questions offer an opportunity to focus on each of the key ideas illustrated at the beginning of each chapter and stimulate clear thinking u Research Inputs The book provides a comprehensive coverage of a vast growing subject well supported by a wealth of research data collected from multifarious sources u Concluding Case Each chapter contains a thoroughly researched and widely acclaimed case picked up from Business Today relevant to the topic in question u Student Oriented Text The subject matter has been presented in a simple and lucid manner keeping the unique requirements of students in mind **Finance**

and Strategy Belen Villalonga, 2014-09-23 The boundaries between CEO and CFO are blurred in the fields of strategy and finance This volume fills this gap by discussing the main subdivisions of strategy research corporate strategy and business strategy and the main subdivisions of finance research corporate finance and capital markets *Customer Knowledge Management: People, Processes, and Technology* Al-Shammari, Minwir, 2009-03-31 This book introduces an integrated approach to analyzing and building customer knowledge management CKM synergy from distinctive core advantages found in key organizational elements Provided by publisher *Handbook of Strategy and Management* Andrew M Pettigrew, Howard Thomas, Richard Whittington, 2006-04-27 New in Paperback Publishing February 2006 If you had to read only one book to understand the roots and branches of the study of strategy it is also remarkably well organized and future oriented having the right balance between focus and diversity By critically taking stock of the field and by discussing future paths of strategy this Handbook will serve as an important stimulus for intellectual development for years to come Nicolai Foss Copenhagen Business School Finally We have a comprehensive reflective and critical overview of the field of strategy in the new Handbook of Strategy and Management The strategy literature has come of age with this mapping of the terrain by Andrew Pettigrew Howard Thomas and Richard Whittington The Handbook provides an useful overview of different streams of thought with contributions by leading scholars and researchers Equally importantly this Handbook provides us with reflections on the past and insights into the future of the field Such a critique is an important aid in understanding and researching strategy for newcomers and experienced scholars alike Cynthia Hardy Head of Department of Management University of Melbourne The Handbook presents a major retrospective and prospective overview of the strategic management field and will be an important benchmark volume for management scholars worldwide The Handbook frames assesses and synthesizes the work in the field and helps to define and shape its current and future development The editors combine focus with diversity in the material and approaches covered thus providing a powerful critical analysis and synthesis of diverse disciplinary contributions to this rapidly growing body of knowledge Each of the four parts of this book concentrates on a specific area of strategy and management Within these parts leading international scholars provide historical overviews of the key strands delineating the topography of their particular themes address the central problems and approaches which have characterized these critically assess the state and quality of current theory and knowledge and set out agendas for future theoretical and empirical development The resulting volume is a unique overview of the inputs and dynamics that shape the core ideas and practices of strategy and management **Strategic Management: A Competitive Advantage Approach, Concepts and Cases** Dr. Rakesh D, Dr. Iyanda Ismail A., Ms. Sudha Ravishankar, Dr. Mahesh Singh, 2022-11-02 Strategic management is the management of an organization's resources to achieve its goals and objectives Strategic management involves setting objectives analysing the competitive environment analysing the internal organization evaluating strategies and ensuring that management rolls out the strategies across the organization This book

helps in Key Takeaways Companies universities non profits and other organizations can use strategic management as a way to make goals and meet objectives Flexible companies may find it easier to make changes to their structure and plans while inflexible companies may chafe at a changing environment A strategic manager may oversee strategic management plans and devise ways for organizations to meet their benchmark goals Strategic management is divided into several schools of thought A prescriptive approach to strategic management outlines how strategies should be developed while a descriptive approach focuses on how strategies should be put into practice These schools differ on whether strategies are developed through an analytic process in which all threats and opportunities are accounted for or are more like general guiding principles to be applied Business culture the skills and competencies of employees and organizational structure all important factors that influence how an organization can achieve its stated objectives Inflexible companies may find it difficult to succeed in a changing business environment Creating a barrier between the development of strategies and their implementation can make it difficult for managers to determine whether objectives have been efficiently met While an organization s upper management is ultimately responsible for its strategy the strategies are often sparked by actions and ideas from lower level managers and employees An organization may have several employees devoted to strategy rather than relying solely on the Chief Executive Officer CEO for guidance This book even help the companies to find ways to be more competitive is the purpose of strategic management To that end putting strategic management plans into practice is the most important aspect of the planning itself Plans in practice involve identifying benchmarks realigning resources financial and human and putting leadership resources in place to oversee the creation sale and deployment of products and services In business strategic management is important because it allows a company to analyze areas for operational improvement In many cases they can follow either an analytical process which identifies potential threats and opportunities or simply follow general guidelines Given the structure of the organization a company may choose to follow either a prescriptive or descriptive approach to strategic management Under a prescriptive model strategies are outlined for development and execution By contrast a descriptive approach describes how a company can develop these strategies

Security and Strategy Models for Key-Solving Institutional Frameworks Efthymiopoulos, Marios Panagiotis, Masouras, Andreas, 2025-05-20

In this interconnected world institutions must develop robust security models and strategies to address key challenges effectively Institutional frameworks require adaptive approaches that integrate risk management governance structures and strategic foresight to ensure resilience and operational efficiency By leveraging advanced security measures institutions can navigate the uncertainties in safeguarding their materials Balancing security with flexibility remains a critical challenge necessitating dynamic models that evolve with emerging threats and opportunities Security and Strategy Models for Key Solving Institutional Frameworks explores business policy decisions that influence market dynamics and affect trade and investment opportunities It examines new security models for business privacy and data protection This book covers topics

such as human rights supply chains and geopolitics and is a useful resource for policymakers government officials business owners data scientists researchers and academicians Advances in Production Management Systems: Innovative and Knowledge-Based Production Management in a Global-Local World Bernard Grabot, Bruno Vallespir, Gomes Samuel, Abdelaziz Bouras, Dimitris Kiritsis, 2014-08-26 The three volumes IFIP AICT 438 439 and 440 constitute the refereed proceedings of the International IFIP WG 5 7 Conference on Advances in Production Management Systems APMS 2014 held in Ajaccio France in September 2014 The 233 revised full papers were carefully reviewed and selected from 271 submissions They are organized in 6 parts knowledge discovery and sharing knowledge based planning and scheduling knowledge based sustainability knowledge based services knowledge based performance improvement and case studies **Research Methodology in Strategy and Management** David J. Ketchen Jr., Donald D. Bergh, 2005-06-10 Research methods present the strategic management field with opportunities and challenges This second volume describes challenges and opportunities inherent in particular content areas examines key ontological and epistemological issues in the strategic management context and also describes how strategy researchers can use particular methods Pursuing Strategy H. Edström, D. Gyllensporre, 2012-02-10 Formulating a strategy involves complex interactions between politicians strategic commanders and generals in the field The authors explore the strategic decisions made during NATO missions in Bosnia Herzegovina Kosovo Macedonia Afghanistan Somalia and Libya *Enterprise Management Control Systems in China* Xianzhi Zhang, 2014-04-30 This book provides an exhaustive view of China's Management Control Systems MCS examining the development of theory and practice and presenting a framework that integrates China's unique enterprise regulations corporate culture and managerial mindset into management control systems The work offers detail about the effects of China's economic reforms on management control in Chinese enterprises and insightful comparisons with Western theory and Western examples Readers will discover important themes and the evolution of theory in MCS including discussions of frameworks and the links between management control and economics management accounting cybernetics and system theory Early chapters explore management control in Chinese enterprises during the period especially the demands of guidance enforcement and external regulation and the demand for stakeholders managers investors management control The work moves on to explore Western management control theory and research including an examination of the evolution of internal control theory The author presents detailed perspectives on the elements of management control systems and introduces masterful new ideas and methods through four general control models and ten critical elements in the management control process A view of management control in various different types of enterprise is presented from special enterprises and small to medium enterprises to non profit organizations The standards for enterprise management control are explored This work is a valuable practical guide for corporate management teams who wish to develop and execute their own internal control strategies It will also provide foreign researchers policy makers and practitioners with a new perspective on Chinese management control

experiences *Realizing Strategy through Projects: The Executive's Guide* Carl Marnewick, 2018-01-02 Executives should not necessarily know the intricacies of project management but they should know how project management as a discipline can benefit the organization in implementing its strategies and realizing its vision The only way that executives can effectively apply project management to realize these goals is to have sound knowledge of the project management discipline The purpose of this book is to provide executives with a comprehensive overview of the discipline of project management It focuses on the benefits of project management to an organization The goal is to provide executives with a view as to how project management can deliver organizational strategies The various chapters focus on specific aspects within the project management discipline and how each aspect should be managed from a business perspective The book covers the entire spectrum of project management from a management and leadership perspective The focus is not necessarily on what needs to be done from a project management perspective but on what organizations and senior executives can do to facilitate projects The book covers The value of project management Project management as a strategic enabler Project program and portfolio management The role of the project management office in the successful delivery of projects programs and portfolios The benefits of project deliverables bring Sustainability of the organization Governance and the role of the project sponsor The book concludes with a comprehensive portfolio program and project management framework This holistic framework enables organizations to achieve value from project management and realize strategic goals Handbook of Research on Competitive Strategy Giovanni Battista Dagnino, 2012-01-01 The Handbook of Research on Competitive Strategy presents a comprehensive state of the art picture of current strategic management issues and demarcates the major investigation strands that are likely to shape the field into the future The Handbook is the outcome of a far reaching endeavour including new contributions from highly reputed experts around the world outlining the conceptual and empirical advancements and assessing the promises and practical relevance of the competitive strategy field Looking at key areas such as alliances and innovation ownership and networks coopetition and entrepreneurship multinational and trust management and firm s financial structures and business models the book sets a research agenda for the future of competitive strategy research Gathering various solid branches of investigation that revolve around specific theories and applications such as the socio cognitive perspective the strategy as practice view and the most recent developments in competitive dynamics and the resource based perspective of the firm this inspiring and thought provoking Handbook will provide executives entrepreneurs students and scholars in management with many insights into the nature and process of competitive strategy emergence configuration and development **Strategy Execution for Performance Excellence (UUM Press)** Haim Hilman Abdullah ,Narentheren Kaliappen, 2017-01-01 Strategy Execution for Performance Excellence is a strategic book that is meant for two target groups The first is for students studying management and business administration both at undergraduate and postgraduate levels where it is meant to be used as a capstone course after the students have been exposed to the various

functioning areas of management The second is for readers and practitioners who seek essential knowledge on strategic management The book can help to understand the right strategy execution and confront the indeed main challenges you face in implementing strategies This book focuses on execution the business and functional level strategies needed to make strategy work and achieve performance excellence If you are striving you can use the great strategic message in this book to achieve excellent performance and shape your organization s future Covering eight chapters the book covers topic such as an introduction to strategy execution theory based understanding performance excellence competitive strategy strategic flexibility sourcing strategy effective strategy execution model and winning business success formula We are explaining winning business success formula for the managers that we believe they can apply in their companies that aims to achieve performance excellence and competitive advantage in the current hyper competitive business environment The book presents contents in an accessible style accompanied by local and global examples and situations Each chapter starts and ends with knowledge objective strategic quotes summary and some review questions

Enterprise Growth Strategy

Dhirendra Kumar,2016-05-06 Even during economic downturns businesses have to grow to survive and compete in domestic and international markets There is always a need to plan for future growth Enterprise Growth Strategy presents the total process of a growth strategy Dr Kumar is an engineer who entered the academic world following a long career in manufacturing business and has since taught almost every aspect of business and management The growth strategy concept he has developed is comprehensive and manifestly practical Dr Kumar describes mechanisms by which businesses can gain market share develop modify or upgrade products acquire new or expand existing businesses transform resources to increase revenue and profitability reduce cycle time and empower business associates Quality concepts market growth financial and core competency are outlined and a variety of growth strategy tools presented The relationship between continuous improvement metrics and business growth metrics is explained and their relevance to financial performance examined Examples and case studies are presented to illustrate how different business areas such as Sales and Marketing Product Development Operations Support Services and the Finance function contribute Leadership responsibilities employee participation in the execution of growth strategy culture and change issues are also discussed Business leaders managers and consultants academics and teachers as well as higher level students on business related courses will find enormous value in this book It is unusual if not unique in presenting the total process from vision to mission to development of a growth strategy implementation of initiatives use of tools and measurement of both operational and financial outcomes

Advances in Production Management Systems. Sustainable Production and Service Supply Chains Vittal

Prabhu,Marco Taisch,Dimitris Kiritsis,2013-09-05 The two volumes IFIP AICT 414 and 415 constitute the refereed proceedings of the International IFIP WG 5 7 Conference on Advances in Production Management Systems APMS 2013 held in University Park PA USA in September 2013 The 133 revised full papers were carefully reviewed and selected for inclusion

in the two volumes They are organized in 4 parts sustainable production sustainable supply chains sustainable services and ICT and emerging technologies *EBOOK: Management Control Systems, 2e* Frank Hartmann,Kalle Kraus,Göran Nilsson,Robert Anthony,Vijay Govindarajan,2020-11-05 EBOOK Management Control Systems 2e **Information Technology Strategy and Management: Best Practices** Chew, Eng K.,Gottschalk, Petter,2009-01-31 Describes the principles and methodologies for crafting and executing a successful business aligned IT strategy to provide businesses with value delivery

Strat Mgt Mc: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the fascinating narratives that have captivated audiences this year. Strat Mgt Mc : Colleen Hoovers "It Ends with Us" This poignant tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Strat Mgt Mc : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Strat Mgt Mc : Delia Owens "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and gripping novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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