



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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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 formu References Each chapter is also supported by carefully selected references for the benefit of readers who might be interested in exploring the topic s 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

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