**Organization Behaviour & HRM**

**September 2022 Examination**

**Q1. ‘Zena Premium Packers’ is a movers and packers company in India. You have been hired as their HR Manager for improving their Performance Management process.**

**Discuss the 3 phases of the Performance Management process in the organisation. (10 Marks)**

**Ans 1.**

**Introduction:**

Zena Premium Packers is an company in India that specializes in movers and packing. As a HR Manager, it is your responsibility to collect and share feedback with your employees. Employees will benefit from a good performance feedback. It can help them improve their abilities and make them more satisfied. An HR Manager typically provides feedback during annual meetings.

We are aware that the work of HR Managers can be challenging. Here are some suggestions to assist you in improving your workplace performance. If you are an HR Manager looking to improve the performance of a department or in an organisation, these articles are worth looking

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**Q2. Ascent Education Limited wants to introduce different types of training for its employees in various departments. As their Training consultant, explain which different types of training you will introduce in the company. Give examples.**

**Ans 2.**

**Introduction**

Ascent Education Limited is excited to announce Training. Training refers to an ongoing improvement of attitude and skills of personnel. Training helps employees develop and boost their market value while also allowing employees to move up within the organization. Basically, the upper management is accountable for the training of employees in the organization.

If employees are convinced that the change is in their best interests and they believe it is, they will be better able to do their job more effectively after having attended the program of training.

**Q3. ‘Interiors Digest Ltd’ has hired you as the Compensation consultant for their new subsidiary. They are known as good paymasters in the publishing industry. Help them in revamping the company’s compensation structure. In this context, answer the following:**

**a. Explain to the company, various deductions that should be introduced mandatorily in the organisation.**

**Ans 3a.**

**Introduction**

Interiors Digest Ltd' has hired you as the compensation consultant for their new subsidiary. They are well-known within the publishing world for their expertise as paymasters. They can assist them in reworking the compensation structure of your company. obligatory payroll deductions are pay that is withheld from your paycheck to meet income tax and other required obligations. The voluntary deductions from your payroll are payments you make to retirement plan

**b. The publishing house also wants to create a good compensation design for the Content creator. What components will you include in this design?**

**Ans 3b.**

**Introduction:**

Compensation plans (also called a "total pay plan") is a complete plan that addresses all aspects of a company's compensation strategy. This includes salary and wages of employees along with benefits and conditions of payment. Compensation plans for employees includes all fringe