MID TERM EXAM 2020 2021

HUMAN RESOURCES MANAGEMENT

S2MRH301

ANSWER SHEET

Please write down your answers below each question.

QUESTIONS

1) In your opinion, do the "agile" HR policies described in the article facilitate

Strategic Workforce Planning? (3pts)

2) What are the advantages and disadvantages of Digital Ocean's "agile"

compensation policies in terms of:

a.

Competitiveness in the labor market (3pts)

b.

Motivation (3pts)

c.

Organizational justice (3pts)

3) In your opinion, do Johnson & Johnson's ongoing peer review practices

described in the article overcome the limitations often associated with the annual

performance review? (6pts)

4) The authors write, in the conclusion of the article, that "Some jobs should

remain mostly rule-based". Explain this point of view and explain whether you

agree or not (2pts)