**Employee Development & Talent Management**

**Internal Assignment Applicable for June 2020 Examination**

**1. Pure for Sure enterprises is a leading Chemical manufacturing company with a presence in more than 8 countries. Currently, they use the forced distribution method of appraisal. Prabhat, the newly appointed Head of HR has been entrusted with the task of redesigning their Performance Appraisal System. What are some of the modern methods of appraisal that Prabhat can consider? What are the benefits of Performance Appraisal system for the organization?**

**Answer:**

The modern methods of performance appraisal have helped organisations to bring in a proper structure in the performance appraisal system. Now, performance appraisal is not only a process to assess an employee’s performance over a specified period in the past, but also a tool to identify better performing employees from others, employees’ training needs, career development paths, rewards and bonuses and

**2. Great places to work such as Google, Intuit and Apple recognize and respect the fact that their workforce comprises of dual career couples. Such couples have to deal with dual responsibilities and may find traditional workplaces stressful and less attractive. How are these organizations making their workplaces friendly for dual working couples? What are some of the advantages of Flexible working patterns (10 Marks)**

**Answer:**

Dual career couples are families in which both heads of households pursue careers and at the same time maintain a family life together. Both have high degree of commitment to their career. Nowadays dual career couples have become very normal. People often choose a life partner on the basis of education and job. Thus having a job for both the gender has become an obsession as well as a priority.

Dual career group

**3. a. You as HR head of the organization for Yummy Burgers have been asked to prepare an on-the-job training schedule of the front desk service agents. What options will you consider? (5 Marks)**

**Answer:**

Under the On-the-job training individual is placed on a regular job and taught the skills necessary for that job. These methods are more popular and most commonly used method used both in basic skills training and in management training and development. The trainee learns under the supervision and

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