**NMIMS**

**Manpower planning**

**Internal Assignment for June 2020 Examination**

**1. To estimate the existing workforce, briefly explain any 2 qualitative and quantitative methods that you use at your workplace**.

**Answer**: Forecasting is an expensive way to help a company plan and prepare for the future years. Forecasting is not fortune telling; it is but an educated guess of how much manpower will be required and utilized by a firm or organization. It is a tool used to help in budgeting and allocating finances or hiring employees as perfectly as possible. One of the important features of forecasting is the quality of manpower resources (knowledge, skill, values and competency, capacity etc) as well as the quantity of manpower resources. There is no right way of forecasting, but there are many different types of forecasting methods. Each one is specifically planned and designed to help different retail organization and it is up to each of them to choose the model which is best and most appropriate for them.

**Supply**

**2. Describe the model that analyses an organization’s competitive strengths. Apply it to any industry of your choice and illustrate with an example**.

**Answer**: The activities that take place within and around an organisation and analyse the organisation’s competitive strengths can be referred as value chain analysis. The model of the value chain was developed by Michael E. Porter to pinpoint problem areas in manufacturing and distribution industries.

In value chain analysis, the organization is viewed as an orderly process of activities aimed at creating value. This approach helps study the factors or steps that lead to competitive advantage. The approach is useful for understanding the building blocks of competitive advantage. Value chain analysis was described in Michael Porter’s book Competitive Advantage. Value is defined as the amount buyers pay to a firm for their products or services. It is measured by total revenue which represents the price that the product of a firm commands and the volumes it can sell. As long as the value received by a firm is more than the total

**3. You are to conduct a training for recently promoted managers who will be managing teams for the first time in their careers. Managers need to be oriented on performance management with extreme caution to avoid employee dissatisfaction which may lead to attrition.**

**a. What would you suggest the managers do so that the employees realize their performance level and work on their improvement areas? How will it help the employees?**

**b. Explain the 4 methods to encourage good performance of employees**.

**Answer**: a) Employee counselling is a process where a professional counsellor helps employees sort out problems by themselves. It is an enabling service. Counselling is required for employees who are stressed out of problems, personal or professional. Smith defines counselling as “a process in which the counsellor assists the counselee to make interpretations of facts relating to a choice, plan, or adjustments which he needs to make.” Pepinsky and Pepinsky states that “counselling is that interaction which occurs between two individuals called counsellor and client, takes place in a professional setting, and is initiated and maintained to facilitate changes in behaviour of a client.”

In organisations, the HR department looks after only the employee’s concerns within the organisation. Sometimes, we can also find that the stress from home or from the routine of work affects not just the Its half solved sample only

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