**NMIMS Global Access**

**School for Continuing Education (NGA-SCE)**

**Course: Strategic HRM**

**Internal Assignment Applicable for September 2020 Examination**

**1. XYZ Ltd is a leading financial institution in India. Company is considering to outsource some of its HR functions as it wants to concentrate more on core activities in the organization. Due to limited experience in the area of HR Outsourcing, company has hired you as a consultant as you are an HR outsourcing expert. Company has requested you to suggest functions in which outsourcing can be undertaken. Point out those areas for XYZ Ltd. (10 Marks)**

**Answer:**

Human Resources outsourcing refers to the practice of contracting a third-party organization to handle some or all of a business’s HR tasks and functions. The top two reasons for outsourcing are the benefits of cost and time efficiencies. These efficiencies are really the opportunity costs of business owners and managers, who lose time and money focusing on HR tasks when these resources can be spent on what must be done to grow their business. That is, the time and money devoted to employee

**2. E LEARNING is new start up in India based in Bengaluru. The company has started getting its hold in private coaching sector and now they are planning to expand. For this, company needs more employees. So far company is used to follow an informal recruitment method. You, as an HR Manager of the company, are asked to suggest a formal recruitment process for the company. (10 Marks)**

**Answer:** Human resource planning is when a company settles on the number of employees they are looking to hire and the skill sets they require of these employees. The company must then compare their needs to the expected number of qualified candidates in the labor market.

**Formal recruitment process**

**Identify the hiring need**

The hiring process begins by identifying a need within your organization. This need could vary from filling a vacated position, better managing a team’s workload, or expanding the reach of organizational tasks.

**Devise a Recruitment Plan**

Organizations Its sample only

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**3. INFOTICS is an Information Technology company in India since 2010. The company, off late, is facing a problem of low employee retention. You, as an HR manager, are asked to suggest solution to this problem. In this background, explain the following processes:**

**a. Career planning (5 Marks)**

**b. Succession planning. (5 Marks)**

**Answer:**

Career planning is the process by which one selects career goals and the path to these goals. The major focus of career planning is on assisting the employees achieve a better match between personal goals and the opportunities that are realistically available in the organization. Career programmers should