**Strategic HRM**

**Dec 2020**

**1. ABC Ltd. is a well-known financial institution in India since 1970. Recently, the company has decided to shift its HRM approach to make it more strategic. You are hired as a consultant in this transition. Explain the challenges that you may face in this process?**

**Answer**: **Role of HR department**

HR Professionals though have nothing to do with setting up corporate strategies, but determine its success. Corporate strategies gain competitive advantage through appropriate HR policies. Corporate strategies strongly influence HR planning, staffing, remuneration, IRs & other activities. The HR function, more than other functions, is involved in and affects the operation and execution of all the other business functions. This is identified most readily in HR's enterprise-wide staffing responsibility, but extends to the entire life-cycle of employment.

HR departments sometimes are left to deal with only administrative functions, such as recruitment, performance management, training and compensation. These functions are important, but on their own, they Its Half solved only

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**2. WONDERWORLD is an entertainment company which is into gamification technology. The company is reviving its HRM approach to make it more strategic in nature. First function that company wants to undertake strategically is talent acquisition and staffing. As an HR consultant of WONDERWORLD, suggest a strategic approach to talent acquisition and staffing**.

**Answer**: The most important part of an organisation are the employees, and it is the responsibility of the organisation to put the right employee in the right position or else it will be a discomfort for both the employee and the organisation. Inappropriate job assignment to an employee can lead to low productivity, dissatisfaction, low morale and other negative behaviour. In order to curtail such unwarranted outcome management of the organisations generally uses a different and dedicated approach called Talent Management. Talent management is all about appreciating a

**3. EDURING Pvt Ltd. is a medium sized IT company which is currently facing an employee turnover problem. To address this issue, you are hired as a consultant by the company. In this background, answer the following:**

**a. Explain the types of employee turnover**

**b. Explain the reasons for employee turnover**

**Answer**: a) **Employee turnover**

Employee turnover is a very important aspect that affects the manpower planning strategy of any organization. When an employee leaves a company, the employee takes with him knowledge and experience, that which cannot be monetarily measured and that cannot be easily recreated. Employee turnover is a ratio comparison of the number of employees a company must replace in a given time period to the average number of total employees. In order to reduce the