**Essentials of HRM**

**April 2021 Examination**

**Ques 1. LMN Ltd. is a newly set up construction Company in India. You are hired as an HR Consultant to help the company in all HR matters in the initial stages. Your first assignment in this company is to set up a process for Human Resource Planning in this organization. Explain the HR Planning process that you will suggest to this organization step by step. (10 Marks)**

**Ans 1.**

**Introduction**

The company, LMN Ltd is my new employer, hence I like to plan a few tried and tested human relation policies, so that the company can move ahead with seamless HR Planning. Irrespective of LMN Ltd.'s size and length of experience in the field of construction activities, I prefer to envisage some of the fool-proof processes for the

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**Ques 2. As an HR Manager of TBS Bank, you are given the responsibility of helping a newly set up TBS Mutual Funds Unit set up a recruitment system. Suggest which internal sourcesof recruitment TBS Mutual Funds can consider. 1000 words (10 Marks)**

**Ans 2.**

**Introduction**

To set up the recruitment system of my company, TBS Mutual Funds, it is obvious that the primary needs of my company will be to deal with the jobs like bidding, job posting, resourcing referrals, and if needed, finally resorting to direct applications.

Internal resourcing for recruiting is a 'promotion-from-within concept'. A good number of companies develop their own lower graded employees and position these developed employees in some higher grades. Internal promotions are executed by internally searching the current employee pool, who have applied for the posts

**Ques 3.Classical Coaching Classes are running in Mumbai since 2001. Currently, the institution is facing high employee turnover. You are hired as an HR Consultant to help the institution to solve this issue. You have suggested that a proper induction program shall be conducted for all the new employees so that they understand the importance of the institution at the initial stages. You are asked to justify this suggestion. In this background, answer the following:**

1. **Explain the need for induction from an organization's perspective(5 Marks)**

**Ans 3a.**

**Introduction**

The brain-teaser for Classical Coaching Classes for their unending employee turnover is certainly creating havoc in their business. In the capacity of an HR consultant, I have several suggestions, especially highlighting the importance of the induction program from the organisation's point of view at first and then from the employees' point of view in the succeeding portion of this

**Ques 3b. Explain the need for induction from an employee's perspective(5 Marks)**

**Ans 3b.**

**Introduction**

There are huge differences between companies, in regards to employee induction program. The difference can also be observed among different industries. A few industries and organisations of different types consider