**Strategic HRM**

**September 2021 Examination**

**Q.1 Meloy is studying his BBA and came across the concepts of performance management and performance appraisal in his text material. He still has not understood the two terms completely. Explain the terms for his reference in lucid language by bring out notable differences between them on various parameters. (10 marks)**

**Ans 1.**

**Introduction**

Several management types, including performance management, are being used by organizations to compare and analyze their performance growth over several years, which aids in identifying weak areas of the business. In a similar vein, performance appraisal is a performance management technique that managers use to evaluate employees' contributions and job performances regularly in an organization's environment. Version considering and employee

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**Q.2 Reliance Industries Limited (RIL) has acquired Net meds. This helped Reliance to stay ahead of Amazon and other players in the Indian e-health market. Using string of pearls policy which Reliance has adopted to disrupt the telecom market, do you foresee a similar strategy being used in the e-health market to disrupt the market and win market share. Elaborate the stages of mergers and acquisitions which organizations usually undergo and elaborate each stage . (10 marks)**

**Ans 2.**

**Introduction**

Similarly, Netmeds plays an essential role for businesses because it contributes to establishing effective competition in the Reliance Industries with Amazon. It also contributes to the formation or development of leading players in organizations. To add to this, one of the political researchers in the United States was working on a policy known as the "string of pearls," which directly links to the geopolitical hypothesis proposed in 2004. On the other hand, this term can

**Q.3. North burg, is a Noida based school with a staff size of 130 employees (85 teaching and 45 non-teaching). It has a student base of 800 ranging in the age group of 10-13 years. No HR has been recruited. Staff is not trained in interviewing candidates and sometimes ask illegal interview questions. They recruited some more teaching staff through leading dailies educational supplement. Recently they have seen high employee turnover.**

**a) As a strategic consultant advises North burg the various other options for recruitment which could suit their needs. (5 marks)**

**Ans 3a.**

**Introduction**

In a similar vein, an adviser or strategic consultant assists in providing suggestions and advice relating to business success and the development of a high or unbiased function in the workplace. Moreover, they are primarily concerned with analyzing goals and business practices following the recommendation of

**b) Suggest ways to curb employee turnover in creative ways. (5 marks)**

**Ans 3b.**

**Introduction**

In the same way, the number of workers or employees who leave their jobs within a specific period is referred to as the employee turnover rate or simply as employee turnover in the business world, respectively. Furthermore, based on previous research, it has been determined that the pursuit of new