**Essentials of HRM**

# December 2021 Examination

# Question 1. Assume you have to develop an HR plan for a new generation private sector bank having branches in major towns in India: What specific external factors would be important for you to consider. Why? (10 Marks)

## 

## Ans 1.

## Introduction

A business wants its human resources (HR) to be capable of building autonomous teams that perform well. Besides enabling your employees to be more productive and engaged, empowering them can make your company run more effectively.

Employee empowerment programs are often implemented by human resources departments, but additional tools and resources may be required to develop processes and best practices for doing so effectively. Here are a few HR techniques to empower your workforce. Its Half solved only

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# Question 2. Training programmes are helpful to avoid personnel obsolescence. (10 Marks)

## Ans 2.

## Introduction

## Moreover, the development of business throughout the country relies on the accomplishment of the training objectives. In spite of the decline in employment opportunities as well as the increase in employee productivity and management style, these programs continue to provide a significant chance for employees to boost their abilities.

# 

**Question 3. Rohit Khurana accepted a new promotion as a manager with mixed feelings. He was proud of having his work recognized, but has some doubts about how he would like the new work. His former job as officer at Delhi Development Authority (DDA) involved regular contact with the general public, recoveries and processing their complaints, meetings with the press and image building. It was a high-profile job involving lot of exposure to media and publicity. With his job role he could build a good picture of DDA in the minds of the general public through advertisements, press conferences and television coverage highlighting the achievements of DDA in developing and constructing residential and commercial properties in and around Delhi. His new job in the administrative wing as manager was essentially a desk job, working with files relating to the applicants registered for various housing projects coming up in North Delhi area.**

**Rohit missed the routine of his old office and the people he had worked with. He had a private office now fully carpeted and air-conditioned, but he felt he really did not have the necessary background for the job. When he submitted his first report on the housing project to the Director, it was nice enough and the Director suggested some changes that in fact meant that Rohit had really got off the track. The Director said not to worry, “We all have to learn a new job”. The more Rohit thought about it, the more he wanted to go back to the old job. But he hesitated for fear that he would be branded ‘a misfit’ by management and thus disqualified for any future promotions.**

**a. If you were Rohit’s boss, what could you do to rectify this situation? (5 Marks)**

**b. Could this situation have been avoided altogether? (5 Marks)**

**Ans 3.**

**Introduction**

A person's position in the hierarchy of an organization is raised if they are subject to motivated workforce employment discrimination. Characters who are promoted typically become managers, gain more responsibility, and advance in their careers within their agency. The development of a process as a related researcher might be pursued by a junior management consultant, for example. A salary increase is also usually associated with job advancement.

**Ans (B).**

To avoid the situation, Rohit may be furnished with Promotional training as he changed into bit America and downs concerning his new promotion to prevent the instances. I might propose that he be supplied with promotional education to understand the new work and get accustomed to it.