**Human Resources Management**

**December 2021 Examination**

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# Question 1. ‘Kinetic Electronics Ltd’ is an electronics company in Delhi NCR. The top management plans to open new branches pan India so they want to create a dynamic human resource department for managing employee functions. You have been appointed as their HR Head. Explain to the top management, what will be the importance of your department in this expansion. Give some examples in the context of this company. (10 Marks)

## Introduction

Human sources (HR) is the corporate section that identifies, screens, hires, trains applicants, and administers worker benefits applications. HR is vital in assisting companies in dealing with the quick-converting business surroundings and the growing desires of professional people in the 21st century. Additional human resources duties include income and benefits, recruitment, dismissal, and amending any regulations that impact the company and its personnel. The presence of an HR department is a vital detail of any business, regardless of the company's size.

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# Question 2. A pharmaceutical company wants to focus on improving its human resource planning function. They have hired you as an HR consultant for this purpose. Suggest what factors you are going to consider that might affect the human resource planning of the firm. Elaborate them with corporate examples. (10 Marks)

## Introduction

The making plans of human sources define the incessant approaches of the methodical scheduling to accomplish premiere usage of all of the property owned by an established order. Right here, the property is the skilled personnel of regular order. It reassures that the correct people are assigned for suitable designations. It outcomes in the even distribution of a group of workers at some point of the status quo. It is noted that no division is understaffed or overstaffed.

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# Question 3. Arun Gupta, the VP – HR of ‘Synoptic Tech Solutions Ltd’ assigned the task of assessing the effectiveness of its human resource planning to the HR Department. However, his team informed him that this assessment is not going well as they had expected. Keeping this context in mind, answer the following:

# a. The HR department is facing certain problems in human resource planning. Explain what barriers you think they are facing in effective implementation of human resource planning. Give some suggestions on how to overcome them. (5 Marks)

# b. What suggestions will you give them for forecasting human resource requirements in case the company plans to expand? Suggest any 3 methods. Which one do you think is most effective for an IT firm? (5 Marks)

## Introduction

The department of human assets is similarly tremendous for coping with the increase of a business. Many have the impression that the marketing division and the sales team are alone responsible for an industry boom. In the meantime, the HR branch is responsible for the growth of the business by using handling the identification of suitable employees and planning the sources.