**Manpower Planning Recruitment & Selection**

**December 2021 Examination**

**1. Imagine that you are an external HR consultant summoned for a project on job analysis. Explain which job analysis methods you will use to collect data and why based on the industry & organization that you select.**

**Ans 1.**

**Introduction**

The collection of data from process evaluation differs from one organization to another company; the principle concept in the back of this interest is to decide and document all the pertaining facts approximately a particular activity and the sports-related to it; it additionally involves the abilities and knowledge that are vital in carrying or performing the task or the job, a majority of these will ensure a better overall performance yielding impeccable consequences. The activity analysis is a complete system as in conjunction with a group of information about Its Half solved only

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**2. Every organization has its own unique HRP implementation practices. Based on what you have observed from your experience, elaborate on the action programs that constitute the HRP implementation process**

**Ans 2.**

**Introduction**

**Human aid planning Implementation method:** The primary purpose of carrying out this process is to the faucet and harvest the maximum gain of the to be had valuable human resource; this will result in developing the excellent shape of the personnel for the specific activity the organizational lifestyle as nicely. Correct implementation will ensure that the company is balanced with their operation without any shortage or extra in the team of workers but just the right b=number needed to perform the activities. Generally, there's a diverse method of Human

**3. a. What modern performance appraisal approaches would you suggest to the managers so that the employees’ belief in the process is reinstated?**

Ans 3a.

Introduction

Modern approaches of performance appraisal: performance appraisal is a multi-level manner followed via an employer or the agency to appraise the personnel's overall performance, and for purpose, numerous approaches are adopted by the employer or the companies. The different

**b. Explain the relevance of performance counseling in current times to the HR team at HNP Technologies. Devise what approach is apt for the same**

**Ans 3b.**

**Introduction**

**Performance counseling in modern instances:** performance counseling is a critical element for a worker. It'll assist the worker in recognizing their weakness and electricity and the areas that require improvement. This activity will benefit both the counselor and the counselee take it in