**Organization Behaviour & HRM**

**Q1. ‘Star Spencer’s Ltd’ is a popular clothing retail store in India. A French company has recently acquired it. As their HR head, help the French headquarters create different types of training programs for their employees. Give some examples to show which employees will require which type of training.**

**Ans 1.**

**Introduction**

Star Spencer's Ltd is a well-known clothing retail store located in India. It is owned by a French company recently purchased it. Marks and Spencer Group plc (commonly abbreviated as M&S and also referred to as Marks's as well as Marks & Sparks) is a major British multinational retailer with its headquarters located in [London](https://en.wikipedia.org/wiki/London), England which specializes in selling clothes, home goods and food items. The company is traded on the [London Stock Exchange](https://en.wikipedia.org/wiki/London_Stock_Exchange) and is part of the [FTSE 250 Index](https://en.wikipedia.org/wiki/FTSE_250_Index) which was Its Half solved only

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**Q2. Ganesh Steel Limited received the performance reviews of its employees and decided to introduce a Management Development Programme for them. The CEO has asked the HR department to suggest some on-the-job and off-the-job management development programs. In this context, explain which on-the-job and off-the-job management development programs, will you suggest to the CEO?**

**Ans 2.**

**Introduction**

Ganesh Steel Limited received the evaluations of its employees' performance and decided to implement an Management Development Programme for them In the course of **the on-the-job education** is offered at the workplace, trainees create things as they learn. When they are in **off-the-job learning** trainees are

**Q3. Avon Publishing Ltd has hired you as the compensation and benefits manager. They are restructuring the company, therefore needs to re-examine the compensation strategy, as well. In this context, answer the following:**

**a. Create a compensation structure design for hiring an Editor for this publishing firm. Include all the important compensation components.**

**Ans 3a.**

**Introduction**

A compensation plan, often called"total compensation plan" or "total compensation plan," includes all the compensation elements of a business's strategy , including employees' salaries as well as benefits, salaries and the total payment terms. Compensation plans for employees also include the schedule of raises, all