**Human Resource Management**

**June 2022 Examination**

# Q1. ‘Charismatic Solutions Ltd’ is an IT firm in Mumbai. You are hired as their HR Manager. Explain to the CEO, the roles played by Human Resource Management for enhancing the business. Give some examples in the context of this company. (10 Marks)

# Ans 1.

# Introduction

To explain the part of enhancing the business boom in your company, I would love to highlight that human resource has an entire, tremendous responsibility in a company. As Human resource managers, their significant responsibilities towards organizations are to inspire, hire experts, and deal with or control the organization's those who will work and deliver the employer a profitable business. HR control act as a linker or channel between the employees and the organization's Its Half solved only

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**Q2. An automotive company plans to improve the effectiveness of its human resource department. As their HR consultant, suggest ways in which HRM can give competitive advantage to the firm. Elaborate them with corporate examples. (10 Marks)**

# Ans 2.

## Introduction

## Human resource management is one of the significant essential elements for enhancing a company's growth. To manage employees, the presence of HR is critical. A qualified HRM solves the conflicts organizational conflicts and introduces capable employees. An HR branch develops well-organized recruitment and develops the production of a company. Current reports show the excellent efficiency of HR in choice-making and making the corporation extra

**Q3. George Sally, the CHRO of ‘Angel Consulting’ decided to do a thorough analysis of effectiveness of its human resource planning process. Keeping this context in mind, answer the following:**

**a. The HR department highlighted the key features that should be kept in mind during human resource planning. Explain these key features with the help of some examples. (5 Marks)**

# Ans 3(A).

# Introduction

Employees are the backbone of the company. Consequently, staff retention is critical to maintaining the organization on the right track. To maintain the best skills, strategies designed to meet the needs of employees are used, irrespective of which international companies or small

**b. As their Head, what suggestions will you give them for analyzing the factors that affect Human Resource Planning? (5 Marks)**

**Ans 3(B).**

**Introduction**

**Factors Affecting Staff Planning**

Some worries influence human aid planning. The maximum important of these are: (i) the nature and policy of the organization, (ii) the cycles of organizational increase and making plans, (iii) the uncertain surroundings, (iv) the horizons of time, (v) the character and relevance of