**Essentials of HRM**

**September 2022 Examination**

**Q1. Explain how managers can improve the effectiveness of external recruitment? (10 Marks)**

**Ans 1.**

**Introduction:**

The best of an organization's most essential asset, its human resource, determines whether it succeeds or fails. Without the contributions of its employees, a corporation can't make development. As a result, the organization must have personnel with the essential skills, features, and understanding to carry out its operations and achieve its objectives. Recruitment is the technique of selecting the great and brightest individuals for a task from a vast pool of applicants. Recruitment aims to pique people's interest using requiring them to use for positions, Its sample only

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**Q2. Describe some of the actions that a firm might take to implement a human resource plan when it has a strategy of growth, stability, and reduction respectively (10 Marks)**

**Ans 2.**

**Introduction:**

Human Resource Planning (HRP) is a methodical technique for determining an organization's future workforce needs. Those specifications consist of the quantity of personnel required to do a specific assignment and the abilities and talents of possible employees. HRP's key goals are to fill open positions, meet organizational goals on the agenda, and reach an appropriate overall performance stage. Moreover, HRP allows a company to verify that people with the proper skills

**Q3. Jayram’s Dilemma**

**Jayram, GM (Sales), is finding it difficult to decide whom to choose for the position of sales executive in the Agro Business Division (ABD) of the steel company out of the following three candidates. Jayram recently interviewed Varsha, who happens to be a close relative of Jayram. She has worked for four years in the Cosmetics Sales Division of a retail outlet. The only concern from Jayram’s side is that Varsha is extremely ambitious, and she can come out as too sophisticated and arrogant for the dealers of ABD. Ritika has been working in the AB division as a non-managerial staff for the last seven years. She is now 26 years old. She entered the company when she was just 19 years through a policy of extending employment to employees' wards. She pursued her study along with her job and completed both her graduation and MBA. Last year she got a double increment as an acknowledgment of her good work for the division. Jayaram's concern about Ritika is that she might be too shy for the job, which requires an aggressive selling attitude. Jayram recently met with Abhishek at the marriage party of his colleague. Jayaram's concern about Abhishek is that he does not have any work experience currently.**

**a. Jayram can hire only one person for ABD. Whom should he hire and why? (5 Marks)**

**Ans 3a.**

**Introduction:**

Selection is choosing folks with the vital expertise and skills to do a specific activity. This technique is usually accomplished on a large variety of feasible job candidates. Selection is filtering through applications for a vacant position and eliminating people who no longer meet the activity's and

**b. How will he manage the issue of internal candidate Ritika? Will she be promoted, and if not promoted, how should Jayram communicate it to her? (5 Marks)**

**Ans 3b.**

**Introduction:**

Employers generally employ a mix of inner and external recruitment strategies. Each technique shares critical fundamentals: A stable foundation in process evaluation, well-written task descriptions, and adherence to applicable legislation, including the same employment opportunity guidelines. Inner recruiting usually involves one or greater of the following: internal