**Human Resource Management**

**September 2022 Examination**

**Q1. The VP - HR of *‘Fixtech Solutions Ltd’* has decided to introduce new types of training in this IT Company. As their HR Manager, suggest different types of training that can be introduced for various category of employees. Give some examples in the given context. (10Marks)**

**Ans 1.**

**Introduction:**

Training programs can be created for staff members to help meet this need because once employee performance evaluations for an organisation indicate the requirements for advancement on a specific subject or skill. As a result, training can focus on a particular issue and work to find a solution. Employees who are assuming more responsibility and moving up in the organisation can benefit from training programs as well. They will be able to acquire the skills needed to perform well in their new roles thanks to these programs. Employees will feel more deeply involved in by the company if training programs are implemented at work.

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**Q2. *24\*7* is a popular grocery chain store in Delhi. As their HR consultant, you need to organize a Management Development Program for the Senior Management. Discuss some off-the-job Management Development Programs for them. (10 Marks)**

**Ans 2.**

**Introduction:**

Programs for employee growth and development offer the ideal chance to broaden the body of expertise within the company. Assisting the team members to understand and advance their abilities will enable them to work more productively. This is what staff training revolves around. In order to maximize employee enthusiasm, boost efficiency, and enhance the calibre of work, numerous business owners make investments in employee training. In addition to performing more effectively at work, qualified and trained workers are much more likely to

**Q3. You have been appointed as the Compensation Manager of an Interior Design company, which needs to revamp its compensation strategy. Keeping in mind the above scenario, answer the following:**

**A. Explain to the HR Department the features of an effective compensation program for this organisation. (5 Marks)**

**Ans 3A.**

**Introduction:**

The entire amount of cash and non-monetary benefits you provide a worker in return for the job they perform for your company is known as compensation. It's often one of the highest costs for companies that employ people. Remuneration goes beyond a worker's usual paycheck. It also contains a wide variety of additional pay and perks. An employee's subsistence and survival depend on their remuneration, which also includes a motivating

**b. Design a compensation structure for an Interior Design Head in your organisation. (5 Marks)**

**Ans 3B.**

**Introduction:**

The payment made to an employee in return for their skills or unique contributions to your company is known as compensation. Contributions might include their time, expertise, capabilities, and dedication to your business or a project. Briefly said, remuneration is the sum of money that a person receives as a pay or wage from their company. One of the most