**Employee Development & Talent Management**

**December 2022 Examination**

**Q1. In spite of the resistance from top management, Mr. Ajay – HR Head at Magnum Ceramics has been investing on development of the employees. Lately he has been noticing that it is not giving the desired results. Comment on steps in employee development process that helps him meet the objectives of the program. (10 Marks)**

**Ans 1.**

**Introduction**

Employees are the pillar of any organization, so it is necessary to utilize various strategies and methods to construct the best employee skills. The employees' skills must be regularly boosted according to the changes in the innovative modern technology and the scenarios. This will give an excellent outcome in the long run with minimum performance. Developing the employees with the correct actions will constantly bring significant results. This will work for far better efficiency and other points. Instead of just investing in the employee's development, you can use the best process to give an excellent result. The company's growth requires experienced

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**Q2. Career planning has always been a pretty low-priority item for Bombay Design Co., since "just getting workers to come to work and then keeping them honest is enough of a problem" as Varun likes to say. Yet Vrinda thought it might not be a bad idea to give some thought to what a career planning program might involve for the company. Many of their employees had been with them for years in dead-end jobs, and she frankly felt a little bad for them: "Perhaps we could help them gain a better perspective on what they want to do,” she thought. And she definitely believed that career support would have an effect on improving company’s employee retention. Outline and describe the career planning process you would propose for the designers working with the company (10 Marks)**

**Ans 2.**

**Introduction**

The retention of the staff members is always the crucial one as the Vrinda have thought. It will conserve time, and the experienced people will constantly be with the company. This is why they need to look for a good idea that assists worker retention. This will save time and money and give your business a quality outcome. Therefore, career planning utilizing the one-of-a-kind and bests process will be more beneficial for the designers working in the firm. Hence Vrinda wants to transform the habit of giving common concern to the occupation planning procedure for

**Q3. Zee Inc. has its plants in different areas in the country. The company provided both in company and out-companies executive development programs. In Company programs included orientation programs for apprentice Assistant Executive Engineers. It had a staff college at Pune. Programs were conducted at Staff College for all types of personnel. In company programs included quality management, participative management, time management, etc. The best faculty was drawn from Indian Institute of Management, Universities, and Professional Bodies etc. apart from the four permanent and internal faculties. At present all the four permanent faculty positions are vacant.**

**Evaluation of management development programs is done as a ritual rather than to make it a part of development process. Evaluation of in-company program is done at Staff College with the objectives of knowing the participants learning and to know how far the participants have found the program useful. The staff college sends no formal feedback to the functional heads of the departments and also to the corporate personnel and administrative department. It appears to be no formal system that provides the feedback from the participants and out company programs to their respective functional heads. There exists no evaluation model with pre-training and post-training evaluation and no efforts are made to develop evaluation techniques.**

**a. Find out the purpose of evaluating the management development programs.** **(5 Marks)**

**Ans 3a.**

**Introduction**

The evaluation of the management growth program is necessary for locating the records of the employees. This will also give a good result in the end. This kind of program will boost the skills of the supervisors and workers. Additionally, this will help the managers enhance their decision-making, ensure individual development, advertise high morale, plan for new services, etc. The

**b. Explain the Kirkpatrick’s Model of Evaluation to overcome the problems in the case. (5 Marks)**

**Ans 3b.**

**Introduction**

The enhancement from the staff members during the training is constantly what the organization anticipates. This is an extra comfortable one for them to know whether their training program is effective and what abilities they need to learn better. The other associated training data will