**Strategic HRM**

**December 2022 Examination**

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## 1. The paradigm shift of HR has brought a huge change in how HR professionals are recruited. The skills required to perform a HR Manager’s role has changed as What was applicable a few years back it stands to be outmoded today and so it requires a great understanding to formulate and implement HR strategy as the competencies aren’t easily available and this condition poses a great challenge for the recruiters for seeking quality HR talent. In this case state the role of HR in formulation and implementation of HR Strategy. (10 Marks)

## Ans 1.

## Introduction

Human resources, additionally known as Human Resources, emerged throughout the 19th century. The term originated from Europe with a concept built throughout the commercial change by Robert Owen (1771-1858) & Charles Babbage (1791-1871). They understood that the vital part for a company to grow is the individuals operating in the organization.

Human resource is people who help in constructing a company by choosing the very best prospects for a provided role. Some particular roles and responsibilities help them in the option process. Those responsibilities and roles are employment, training, administration, and growth of

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## 2. As the HR manager you have noticed during an appraisal process in the marketing department, two employees with the same job title and performing the same job are earning different amounts of money. As you dig deeper, you noticed that the performance appraisal for employee have some issues wherein certain factors while designing the appraisal are important to consider. You have determined to list important strategic issues to handle this situation. (10 Marks)

## Ans 2.

## Introduction

For this question, we will check how human resources tackle a few of the most common calculated issues while planning. As we understand, time is one such factor that maintains transformation, and people additionally have to alter as necessary. The very same principle is applied in any company or company. The human resources division must also develop in a company to stay on top of the existing fads. According to John Bratton, a company author, human resources consists of critical thinking to check out the here-and-now requirements and

**3. Mr. Michael is the HR Manager at a Pet Supply wholesaler. Mr. James is a salesperson at the organization and an invaluable member of the team due to him in last financial year company saw about 20 percent hike in the sales resulting in company revenue alone. Everybody likes Mr. James due to his friendly nature, competent attitude, and professional behaviour.**

**Training is an important part of the company, and an e-mail was sent last month that said if employees do not complete the required safety training by November 1, they would be let go.**

**It is November 15, and it has just come to Mr. Michael’s attention that Mr. James has not completed the online safety training that is required for his job. When he approaches him about it, he says, “I am the best salesperson here; I can’t waste time doing training. I already know all the safety rules anyway.”**

**Would Mr. Michael let go Mr James, as stated in the e-mail? How would you as Mr. Michael handle this?**

**a. Why is important to train employees including an efficient employee like Mr. James? (5 Marks)**

# Ans 3a.

## Introduction

Even though you are well informed and educated regarding your duties and roles, you ought to constantly take training. In this case, Mr. James must understand that training is necessary for a working society. Right here, he is elderly and well-experienced personnel. His action will inspire

**b. How beneficial will be training session for Mr. James? (5 Marks)**

# Ans 3b.

## Introduction

Training employees have assisted in improving employees' expertise and will highlight the skills that would play an essential element in changing an organization for far better in the corresponding market. These elements will have a favorable effect on productivity that will