**Essentials of HRM**

1. ***‘Sundaram Ltd’* is an electronics company in Chandigarh. The top management plans to open new branches pan India so they want to create a dynamic human resource department for managing employee functions. You have been appointed as their VP -of HR. Explain to the top management, what will be the scope of your department in thisexpansion. Give some examples in the context of this company. (10 Marks)**

**SOLUTION**

**Introduction**

Sundaram Ltd.'s plan to create a dynamic human resource department for managing employee functions needs to take note of the following aspects of their pan India expansion program.

**Planning HR Needs**

The planning function of human resource management involves It is only half solved

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1. **An FMCG company wants to focus on improving the structure of the human resource department. They have hired you as an HR advisor for this purpose. Suggest what should be the various activities under the new sub-divisions in the HR Department. Elaborate them with corporate examples. (10 Marks)**

**SOLUTION**

**Introduction**

As per Gartner research findings revealed that only 35% of HR leaders agree they have the mix of data, social-creative skills, and technology-based needed to meet their functions' requirements. This is relevant in small businesses where one employee may shoulder all the needs of the organization's human resource management, those are

3. **Maria, the HR Head of *‘*Aztec Tech Solutions Ltd*’* assigned the task of assessing the human resource planning to the HR Department. However, his team informed him that this assessment is not going well as they had expected. Keeping this context in mind, answer the following:**

1. **Explain the process of human resource planning. Give some examples also. (5 Marks)**

**SOLUTION**

**Introduction**

Human resource planning (HRP) allows enterprises to plan in maintaining a steady supply of skilled manpower. This is the reason it is also known as workforce planning. The process is used to help companies evaluate their

1. **Discuss the qualitative methods for Human Resource Demand forecasting, that the company can utilize. Which one do you think is best suited for this company?(5 Marks)**

**SOLUTION**

**Introduction**

The process of estimating the future quantity and quality of people required is what is known as HR (Human Resource) demand forecasting. The basis of the forecast must be the long-term corporate plan, and annual budget, translated into activity levels for