**Human Resource Management**

**December 2022 Examination**

#

## 1. An electronics company headquartered in India, manufacturer & supplier of semiconductor chips to automobile companies across Europe, US and Asia- the Pacific. Looking at the product market demand they decided to set up a manufacturing unit in the Philippines to cater to customers across the globe. The company assigns you a new role as Global HR Manager and asks you to decide on the recruitment plan.

## a. What are the 5 challenges you will find while creating a recruitment plan and communicating with the managers?

## b. What are the differences you analyze while working in domestic and international HR roles? (Elaborate in detail). (10 Marks)

## Ans 1a.

## Introduction

## A vital, complicated, and dynamic aspect of human resource management in firms is the recruiting and choice process. With efforts for recurring renovations and research study into the most acceptable practices in interview and option procedures, it has been brought to the attention of experts and scholars throughout the last century due to the characteristics

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# Ans 1b.

## Introduction

A company's personnels are managed through personnels management which is the cornerstone of business strategy. A company can achieve its lasting goals only with efficient management and staff member participation.

International and neighborhood personnel managers might be generically categorized into

## 2. Recently a Media and entertainment company wants to focus on revising its human resource planning functions after a pandemic situation. They have hired you as an HR consultant for this purpose. Suggest what factors you are going to consider that might affect the human resource planning of the firm. Elaborate them with the latest trend and changes by using live examples. (10 Marks)

## Ans 2.

## Introduction

When compared to other resources like intangible or financial resources, human capital is an organization's real asset because it is what drives success. Human capital can make things take place; all other resources can only make points possible.

The present circumstance has provided human resources with a unique chance to co-lead their organizations in becoming much more durable and robust to eliminate the social and financial results of COVID-19. The need to go back to the current past during the ultimate

## 3. One senior official “Mr. Raj” who worked for over 10 years and decided to quit his job at an electronics company in Delhi NCR. The management can’t afford to lose him at the point in time when the company is growing and replacement is difficult to get under this project. Management also gets a hint that it’s difficult to retain his team as well. You as HR manager require to present to your management:

## a. What will be your strategy to handle the situation and how will you retain him? (5 Marks)

## Ans 3a.

## Introduction

When a valuable employee leaves, the team, department, and maybe the entire business might endure due to the loss. Unexpected employee departures can lead to lost revenue and bad performance and spirits among the continuing

## b. What steps will you take to stop the resignations of others in the future? (5 Marks)

## Ans 3b.

## Introduction

You can cease a disappointed employee from leaving as an HR expert. The trick is to keep an eye out for signs of staff member dissatisfaction, team up with the individual's management, and come close to the worker promptly. With that details in hand, you might go after that offer choice in the hopes of encouraging the individual to remain and continue to add to the