**Organization Behaviour and HRM**

# December 2022 Examination

**1. ‘Western Routes Pvt Ltd’ is a travel company that added an HR department to it overall management structure. The Managing Director believes that in the long run, HRM will give a competitive edge to the organisational development. In this context discuss about how HRM can provide a competitive advantage to this firm. (10 Marks)**

# Ans 1.

## Introduction

Human Resource Management (HRM) is an essential department produced for the practice of recruiting, hiring, training, and dealing with employees within an organization. The Human relations department in any organization works as a liaison between the companies and the staff members. This refers to both the workers that have been hired and new workers that are to be hired. The Human Resources managers play a vital duty in this process, stating a hiring and advancement strategy to effectively hire ideal candidates suitable for the organization. Western Routes Pvt. Ltd. Has developed a new Human Resources management body within

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## 2. The Great Places to work Survey shows that companies, like Netflix and Amazon, are successful today due to its great HRM practices. In order to get maximum potential from its employees, these firms have heavily brainstormed on adopting effective Human Resource Planning. However, it’s not an easy decision. There are several factors that affect Human Resource Planning. In the context of such large MNCs, discuss the several factors that affect Human Resource Planning today. Explain your answers with relevant examples from the corporate world. (10 Marks)

## Ans 2.

## Introduction

The Great Places to Work Survey programs that companies like Netflix and Amazon.com are successful today due to their exceptional HRM practices. To get the optimal possibility from These companies staff members have greatly conceptualized embracing functional Human Resource Preparation. It is the role of any Personnel body to fulfill a company's employment, employ demands, and implement forecasting strategies. However, it's not an easy decision as several factors affect Personnel Preparation in such a substantial multinational organization.

**3. The Executive Director of Zenco Technologies, Ryan Richards, felt that Performance Management System is time consuming and useless. However, his VP – HR, Simon, has been trying to convince him that a holistic Performance system will be an asset for the organisation in the long run. In the context of the above case,**

**a. Explain the three phases in the performance management process that Simon gives details about to the Executive Director. (5 Marks)**

# Ans 3 (a)

## Introduction

A performance Management System is a process and organized method to gauge worker performance in a company successfully. It is a system used to effectively track and monitor workers' performance and concern them because of the company's well worth. This process is very advantageous for industrial

**b. Convince Ryan for creating a robust Performance Management System by explaining its importance. (5 Marks)**

# Ans 3(b)

## Introduction

A performance Management System is a systematic strategy to measure employee performance in an organization effectively. It is a mechanism used to effectively keep an eye on the performance and track of staff members and regard their performance for the firm's