**Human Resource Management**

**April 2023 Examination**

**Q1: “Bubble systems” is a new Fashion product company in Mumbai. The 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 HR Head. Explain to the top management, what will be the importance of your department in this expansion. Give some examples in the context of this company.**

**Ans 1.**

**Introduction**

Once Bubble systems have determined to extend across the world, you should reconsider your method of managing an employer to ensure that it maintains success. But, the monetary weather in different countries is quite specific from what you're used to. This is because the economic environment in different international locations is expected to be unique from what you're used to. That is something that we want to do. Several questions will arise: where can I find talented people interested in operating with me in the new country? Where can I see people in my location with the experience and qualifications to do the process if they are

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**Question 2: You are working in the e-commerce start-up company “Hi-five”, you are an HR personnel and have to hire from the external recruitment process for the following new positions:**

**a. Lead Analyst,**

**b. Supply chain Manager,**

**c. Big data Analyst,**

**d. Associate Consultant,**

**e. Customer service Associates.**

**Design the full Job Description for all 5 positions which will be posted on social media channels or will get printed in newspapers**

**Ans 2.**

**Introduction**

In addition, it is the responsibility of a senior business analyst to assemble reviews that element the issues that exist interior a machine as well as the technological answers that have been implemented to cope with these problems. To be of provider to different business analyst professionals throughout the process of growing the systems, a lead business analyst needs to be professional in the areas of communication, evaluation, and problem-solving. to succeed in this speedy-paced career, hello-five needs to have strong people capabilities and

**Q3a: A pharmaceutical company acquires new foreign business and realized the fact that an equitable compensation policy is to be implemented soon. The company wishes to bring equality to all businesses globally and want to provide competitive salary to its employees. They hire you as an HR consultant for this purpose Suggest what features you would consider while designing an effective compensation program and explain with a few examples**

**Ans 3a.**

**Introduction**

A "compensation plan" or "overall repayment plan" refers to the all-encompassing technique that a business enterprise employs to compensate its employees. This strategy is called the "compensation plan" of the organization. This type of phrase can be utilized in place of the

**Q3b: Which components of salary structure you would consider in the Indian context? Will you be using Incentive schemes and fringe benefits to reduce attrition? If yes, then why?**

**Ans 3b.**

**Introduction**

Employees get compensation for their hard work in a predetermined manner, and this compensation is furnished to the employees often. "fixed pay" is the term used to explain this type of repayment. Someone's "constant pay" is the price amount shown on their pay stub. This figure may include their base revenue and any extra allowances they are entitled to