**Organization Behavior& HRM**

**April 2023 Examination**

**1. Kelso Foods Lid' is a famous fast food chain company and has planned to open a branch in India. Their HR Department requires help in creating appropriate compensation for its Indian employees. In this context, give details about the components of salary structure in India. (10 Marks)**

**Ans 1.**

**Introduction:**

Compensation is an essential aspect of any organization. It's miles the remuneration paid to the employees for their services to the corporation. The salary structure performs a crucial role in attracting and retaining personnel. It contains various components that assist personnel in apprehending the breakup of their salary and the benefits they are entitled to. In India, the salary shape includes several components which can be governed through numerous laws and rules. This text aims to provide an in-depth evaluation of salary shape in India.

**Basic revenue:**

The simple salary is the constant aspect of the income structure that constitutes the

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**2. Green Chills Entertainment recently published its annual report that revealed a 35% employee turnover rate in the last financial year. This was very high compared to the industry average of 15%. You have been hired to do a research on this. In this context, explain what could be the different types of employee turnover that the Studio might be suffering from? (10 Marks)**

**Ans 2.**

**Introduction:**

Employee turnover is a considerable challenge confronted by companies globally, and it can have an extensive effect on the company's overall performance. High employee turnover fees can indicate underlying issues in the organization, including insufficient employee engagement, low process pride, inadequate repayment, or loss of career development possibilities. In this context, this essay aims to explain the only kinds of worker turnover that green Chills amusement, a studio suffering from a high turnover price, might be

**3.** **The Talent Acquisition Manager of SAS Ltd was forced to hire the VPs nephew for the post of Marketing Head. For this, he had to reject many suitable candidates. He tried explaining the consequences of wrong hiring but got a warning that he might lose his job if didn't act as he was instructed. In the context of the above case,**

**a. Explain some of the ethical dilemmas faced by HR professionals in an organization. (5 Marks)**

**Ans 3a.**

**Introduction:**

HR professionals in an organization can face numerous moral dilemmas that can assignment their personal and professional values. A number of the moral dilemmas faced by way of HR specialists in an organization

**b**. **What suggestion will you give to the Manager about the steps to the ethical decision making process? (5 Marks)**

**Ans 3b.**

**Introduction:**

The talent Acquisition manager of SAS Ltd is dealing with a moral dilemma where he is being pressured to rent the VP's nephew, even though he is not the most suitable candidate. this situation raises several ethical concerns, along with equity, transparency, and battle of interest.

**Concept & application:**

To navigate this moral dilemma, the manager can observe a structured moral selection-making process that can help him make an informed and moral choice. Below are the stairs