**Strategic HRM**

**April 2023 Examination**

**Question 1: As the assistant to the HR manager of banking firm, one of your jobs is to help managers get ready to interview candidates. You and the manager decide to ensure that the process of selecting the candidates which is a negative approach to eliminate the unwanted candidates needs to well-planned so you and the manager list out the well-defined selection process in order to ensure that the best candidate is selected from the pool of candidates who has applied for the position**

**Ans 1.**

**Introduction**

When companies reduce their workforces, they face significant dangers and concerns. Two of the maximum substantial are the ability for discriminatory treatment and the opportunity of wounding blanketed worker corporations. The next part will go through a number of the possibilities that you could recall considering as you get ready for the drop in the number of workforce assets that will be required. It'll accomplish that in education for that lower. To lessen the opportunity to protect one against discrimination allegations, getting acquainted with the federal standards issued by the equal Employment opportunity fee (EEOC) and the

It is only half solved

Buy Complete from our online store

<https://nmimsassignment.com/online-buy-2/>

NMIMS Fully solved assignment available for**session APRIL 2023,**

your**last date is 25th March 2023**.

Lowest price guarantee with quality.

Charges**INR 299 only per assignment.**For more information you can get via mail or Whats app also

Mail id is [aapkieducation@gmail.com](mailto:aapkieducation@gmail.com)

Our website [www.aapkieducation.com](http://www.aapkieducation.com/)

After mail, we will reply you instant or maximum

1 hour.

Otherwise you can also contact on our

whatsapp no 8791490301.

Contact no is +91 87-55555-879

**Question 2: As a HR, head of the small IT organization. One of your web developer’s schedules a one to one meeting with you, and during the meeting, the developer she says that she doesn’t see any career growth for her in the organization. As a result, she confides that she is planning to leave the organization as soon as she can find another job. She is one of the best developers you have and your organization cannot afford to lose her. At the same, you get an idea that rest of the employees also have the same views. Which forces you to take immediate actions to develop retention strategies for your IT firm?**

**Ans 2.**

**Introduction**

Groups suppose, to the song of over seventieth consistent with cent, that workforce turnover damages their backside line. This is mainly the result of the time and sources to seek and train a new employee and the time current people ought to spend working overtime to make up for the gap because of the vacancy (BLR).

This discernment was arrived at utilizing using conservative assumptions. The value of changing a leaving employee may range from six months' well worth of revenue to 9 months'

**Question 3. a: How would you handle this situation with employee participation and involvement in the organisation to ease the relation between Ms. Manisha and Ms. Mindy**

**Ans 3a.**

**Introduction**

Employee participation can be seen in a movement when workers participate in conversations regarding strategic control. Its miles the practice of ensuring that everyone in the corporation adheres to the same code of behavior and that everyone in the company has an equal vision for where the organization

**Question 3. b: In order to deal with such situations what pro-active industrial relation policies does organization need to undertake**

**Ans 3b.**

**Introduction**

The opportunity for disagreement in the enterprise zone is growing. So, for industrial family members to thrive in this new generation, it will be vital for them to undergo a few transitions to be compatible with the new