**Employee Development & Talent Management**

**September 2023 Examination**

**1. You are designing an employee development program for first-time managers of a Real Estate firm. You need to understand their roles, responsibilities, market realities, and organizational expectations to develop an effective program for them. What are the steps that you will follow? Share 2 off-the-job methods that you will consider. (10 Marks)**

**Ans:**

**Introduction:**

In today's fast-paced and dynamic real estate industry, the function of first-time managers is critical in driving achievement and attaining organizational goals. These individuals, who have transitioned from character contributors to managerial roles, face specific challenges requiring a specialized and tailored worker development program. These software pursuits equip them with the crucial abilities, understanding, and mindset to excel as leaders in the actual property company.

**Concept & Application:**

**Understanding Roles and Responsibilities:**

To develop a practical employee improvement application, it is crucial to have intensive expertise in the jobs and duties of first-time managers in an actual estate company. These

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**2. Radha is the Talent Head of an Insurance company. She wants to create a special team of customer care executives who will take care of premium customers. She decides to look internally for candidates rather than from outside. Which techniques should she consider? What will be some of the advantages of internal hiring? (10 Marks)**

**Ans:**

**Introduction:**

Customer satisfaction is pivotal in establishing a company's popularity and success within the relatively aggressive insurance industry. Spotting this, Radha, the talent Head of a coverage corporation, aims to create a dedicated team of consumer care executives catering to premium clients. Her decision to look internally for candidates instead of in search of outside talent marks a strategic approach that can yield several benefits for the company. This essay will discover diverse techniques Radha can recall for inner hiring and their benefits to the organization and the

**3. a. The workers at Prime Automotive industries are all set for a Collective Bargaining process with the management as all the workers unanimously believe that this is the best option to address the issues with salaries and working conditions. What is the advantage of this approach from the worker’s point of view? (5 Marks)**

**Ans:**

**Introduction:**

Collective Bargaining is a powerful and time-tested process that allows workers to unite and negotiate with management as a collective entity, advocating for their rights, truthful treatment, and improved working conditions. In prime automotive Industries, the workers have unanimously recognized the advantages of this approach and are ready to embark on a journey

**3. b. Sudarshan Finance Ltd is considering Employee leasing for some of their upcoming short-term projects with clients. While some of the leaders are supportive of the approach, a few of them are resisting it. What reasoning can the Talent Management Head provide to convince the cynics? (5 Marks)**

**Ans:**

**Introduction**

In today's fast-paced and competitive business landscape, companies must be agile and adaptive to advance in their competitors. Sudarshan Finance Ltd, a leading financial institution, is no exception to this rule. As the company gears up for upcoming short-term projects with clients, the management is exploring various strategies to enhance operational efficiency and productivity. One such approach under consideration is employee Leasing, which has garnered