**Essentials of HRM**

**September 2023 Examination**

**Q1. French Educators Ltd. is an Indo-French cultural exchange community. It is planning to hire more employees for expanding its operations in India. The HR Department is doing an HR supply forecasting for its expansion. Discuss the seven categories of information that are required for assessing its skill inventory. (10 Marks)**

**Ans:**

**Introduction:**

French Educators Ltd., an Indo-French cultural exchange network, is preparing to extend its operations in India. As part of this expansion, the HR branch is conducting an HR deliver forecasting to assess the skill inventory of capacity personnel. This analysis is essential for determining the organization's current staff skills and identifying the gaps new hires need to fill. To behavior comprehensive HR supply forecasting, the HR department has to consider seven key categories of information.

**Concepts and applications:**

**1. Instructional qualifications:** evaluating the educational qualifications of employees is

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**Q2. Patil Developers has ventured heavily into the commercial building construction market, leaving all its competitors behind. This has been possible due to its regular job analysis review process. As their HR Consultant, explain in detail some of the methods for collecting job analysis data. Give examples as needed. (10 marks)**

**Ans:**

**Introduction:**

Job analysis is a necessary manner that facilitates organizations to understand and define the requirements of various job roles within their personnel. It involves collecting and studying statistics about task responsibilities, obligations, abilities, and qualifications. Rational task analysis enables corporations to make informed decisions about recruitment, education, performance evaluation, and compensation. Patil builders' achievement in the industrial building production market can be attributed to their normal activity analysis review process. As an HR consultant, let us explore methods for collecting job analysis facts with practical

.

**Q3. Sandeep has been asked to make a presentation to the HR department regarding the various sources of recruitment that are used by his IT Company. The company wants to understand which sources are the most effective and which ones are not. Help him answer the following questions:**

**a. Explain to him what are the different internal sources of recruitment available with the firm. Give examples. (5 Marks)**

**Ans:**

**Introduction:**

Recruitment plays a critical role in the achievement of any agency, and corporations need to discover various assets to draw and select the best talent. Internal recruitment sources refer to the strategies via which companies perceive and hire candidates from within their current personnel. These resources are valuable as they provide opportunities for professional growth and development to current personnel while ensuring a smooth transition and knowledge

**b. External sources of recruitment are also considered quite effective. Which sources did Sandeep discuss in this context? (5 Marks)**

**Ans:**

**Introduction:**

Recruitment plays an essential role in the success of any organization, and IT companies are no exception. Companies employ various recruitment resources to draw and lease exceptional talent, both inner and outside. In this context, Sandeep has been tasked with imparting to the HR department of his IT Company the external assets of recruitment that are considered