**Human Resource Management**

**September 2023 Examination**

**Question-1**

**Niverplast develops innovative film packaging solutions to protect and transport a wide range of products. Bread, meat, fish liquids and non- food products that have to be packed in a bag and box is their core business. Their aim is to be an integral part of the customer's internal logistical business by offering the lowest cost of ownership, quality improvements and reduced lead times. They are in an industry where the focus is on automation machinery and products. Niverplast wanted to differentiate from its competitors by moving from the traditional process focus to people focus. Imagine your role as an HR Business Partner to redefine and restructure organization culture considering the competitive advantage to be great work and great people to work with. (10 marks)**

**Ans:**

**Introduction:**

Corporations constantly seek innovative methods to differentiate themselves in today's somewhat competitive market. Niverplast, an organization specializing in film packaging answers, recognizes the significance of standing out within the industry. At the same time, as the focus in their industry has traditionally been on automation machinery and products, Niverplast targets to redefine itself by shifting its consciousness from tactics to humans. As the HR commercial enterprise accomplice for Niverplast, I redefine and restructure the organization's culture to create an aggressive advantage through remarkable work and perfect

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**Question-2**

**You have been asked to come up with a robust approach to measure training effectiveness for the overall on boarding programme for new joinees’ in organization “ABC”. Using the Jack Philip’s list, recommend the key questions you would use at each level to design the evaluation framework. (10 marks)**

**Ans :**

**Introduction**

Which will correctly measure the training effectiveness of the onboarding program for new joiners in the organization "ABC," a sturdy assessment framework is crucial. Jack Phillips' evaluation version offers a complete technique that may be implemented at one-of-a-kind tiers to evaluate the impact of training on person learners, the company, and the go-back on investment (ROI). By incorporating vital questions at each level, we will accumulate valuable insights to determine the effectiveness of the onboarding software and pick out regions for improvement. This text outlines the key questions to be used at every level of the evaluation

**Question-3**

**The sales team comprising of 10 employees is not performing and the organization is losing money due to customer complaints. The team lacks the motivation and is not aligned with the organization vision. You are appointed as a HR consultant:**

**a) Identify the key HR processes to intervene for root cause investigation using root cause analysis method (5 marks)**

**Ans :**

**Introduction:**

In today's aggressive commercial enterprise environment, an excessive-acting income team is essential for the fulfillment of any business enterprise. However, when an income group is underperforming and desires to be aligned with the company's vision, it can result in significant losses, customer complaints, and a decline in general business overall

**b) Determine the action steps taken to address the issue and expected outcomes of the same. (5 marks)**

**Ans :**

**Introduction:**

The income group drives revenue and ensures consumer delight in any organization. But when the sales team appears below expectancies, it may significantly affect the organization's financial fitness and recognition. In this state of affairs, wherein an income team comprising ten personnel is underperforming and causing customer complaints, it's essential to take \