**Strategic HRM**

**September 2023 Examination**

**1. MNCs while designing & implementing human resource planning policies have a pervasive effect to face difficulties due to a number of reasons as there are different regions around the world who follow different approaches, people from difficult culture and background are a part of their human resources. What challenges HR Director of an MNC has to address his team to consider while planning human resource planning process (10 Marks)**

**Ans :**

**Introduction:**

In today's globalized business environment, multinational corporations (MNCs) face numerous challenges in designing and implementing effective, helpful human resource planning rules. The innumerable nature of MNCs, running in one-of-a-kind areas with varying cultural backgrounds, poses significant hurdles for HR directors and their teams. This essay will delve into the demanding situations that HR directors want to deal with while planning the valuable human resource-making plans process in MNCs, considering the different techniques and cultural variations

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**2. You are one of the Board Members at Creative Infotech firm. CEO of the oragnisation has been on medical leave for an undisclosed condition, resigned as chief executive of Creative Infotech, saying "He could no longer meet the duties and expectations of the job." An organisation and Board member you should have an adequate succession planning process. Discuss the same with news of appointment of new CEO successor for Creative Infotech firm.**

**Ans :**

**Introduction:**

Succession planning is a critical method for any organization, ensuring a smooth transition of leadership and the continuity of operations. As a Board Member at Creative Infotech, I recognize the importance of a vital succession planning procedure to identify and develop potential leaders within the corporation. With the recent resignation of our CEO because of undisclosed health issues, we must act swiftly and effectively to employ a new CEO successor who can lead creative Infotech to new heights. In this discussion, I can explore the idea and application of succession-making plans, highlighting their significance and outlining

**3. The Reliance Communications was established in 2005. It had its plants in six areas in the country. The company provided both in-company and out-companies executive development programmes. In Company programmes included orientation programmes for apprentice Assistant Executive Engineers. It had a staff college at Bangalore Programmes were conducted at staff college for all types of personnel. In-company programmes included quality management, participative management, time management, etc. The best faculty was drawn from Indian Institute of Management, Universities, and Professional Bodies etc. Apart from the four permanent and internal faculty. At present all the four permanent faculty positions are vacant. Evaluation of management development programmes is done as a ritual rather than to make it a part of development process. Evaluation of in-company programme is done at Staff College with the objectives of knowing the participants learning and to know how far the participants have found the programme useful. The staff college sends no formal feedback to the functional heads of the departments and also to the corporate personnel and administrative department. It appears to be no formal system that provides the feedback from the participants and out company programmes to their respective functional heads. There exists no evaluation model with pre-training and post-training evaluation and no efforts are made to develop evaluation techniques.**

**a. Finding out the reasons for the unsatisfactory conditions of evaluation of management development programmes?**

**Ans :**

**Title: Unsatisfactory Evaluation Conditions of Management Development Programmes at Reliance Communications: Exploring the Reasons**

**Introduction:**

Reliance Communications, established in 2005, performed a significant role in providing executive development programs to enhance the skills and knowledge of its workforce. Those programs encompassed in-company and out-company projects, catering to various levels of personnel. However, evaluating those management improvement programs at Reliance Communications desires greater satisfaction, needing more formal feedback systems and

**b. How do you improve the conditions of evaluation of management development programme?**

**Ans :**

**Introduction**

Practical evaluation is crucial for the success of management improvement programs. It provides valuable insights into the program's effect, enables continuous improvement, and guarantees the development of competent leaders. This paper proposes a comprehensive approach to decorate the evaluation process of control development programs at Reliance Communications. By imposing a structured evaluation model, incorporating pre-training and