**Employee Development & Talent Management**

**December 2023 Examination**

**Q1. ‘The Jaipur Collective’ is a textile manufacturing unit located in the city of Jaipur with enough infrastructure and a good workforce. The organization is specialized in block printing particularly, the supplies that are done in Rajasthan only. The organization is runby the CEO who is commonly known as well educated, experienced, a businessman witha humane approach. He considered the employees as a competitive advantage of his organization and want to keep the workforce always motivated and updated to face the challenges from their competitors. What points should be considered by the CEO for framing effective motivational strategies? (10 Marks)**

**Ans 1.**

**Introduction:**

‘The Jaipur Collective’, located in the vibrant city of Jaipur, stands as an emblem of traditional craftsmanship, primarily specializing in block printing. While the significance of the product and infrastructure is undeniable, the heart of this organization pulsates through its dedicated workforce. The CEO, a stalwart in his field, not only acknowledges the business nuances but is also well-attuned to the indispensable role of human capital. Recognizing employees as the pivotal force and the core competitive advantage, he aspires to constantly

**Q2. Cyber Gateway is an IT firm located in Mumbai. Career planning has always been a pretty low-priority item for the firm. The HR manager believes that just getting workersto come to work and then keeping them honest is enough of a problem. Over a period oftime he realized that many of their employees had been with them for years and it wouldbe good to help them gain a better perspective on what they want to do. He also believedthat career support would have an effect on improving company’s employee retention. Outline the career planning process you would propose for the designers working with the company. (10 Marks)**

**Ans 1.**

**Introduction**

In today's dynamic corporate environment, the trajectory of an employee's professional growth is paramount, not just for personal satisfaction but also for ensuring that organizations remain relevant and forward-thinking. Cyber Gateway, an IT firm in Mumbai, has a wealth of experience and stability through its long-term employees, making it crucial for the company to harness this potential and steer it towards a directed and purposeful career path. With the HR manager's realization that nurturing careers is essential and can indeed contribute to

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**Q3. Infinity Ltd. is an IT based company that provides software packages to its users. It was doing well until it observed a lack of cooperation among its employees and the**

**management, which affected its business performance. It was observed that employees at various levels were either demotivated or were frustrated. The management asked theHR department to look for a reason behind the rising number of demotivated and frustrated employees. The HR manager worked with managers from other departments and found out that a new technology was introduced by the organisation around a year back to develop software. Most of the employees in the organisation were not aware of this technology; thus, they were having a hard time using it. This reflected on their performance which eventually leads to unsatisfied appraisals, thus increasing frustrationamong employees and no cooperation with the management.**

**The HR department was asked to suggest a solution for the problem as soon as possible. The department then came up with an idea of conducting employee development program that aimed at making employees aware of the new technology so that they can perform better.**

**a. Considering the situation given in the case, explain the benefits of conducting employeedevelopment programs in the company. (5 Marks)**

**Ans 3a.**

**Introduction**

In the evolving landscape of the IT industry, adapting to new technologies is not just an option but a necessity. Infinity Ltd., in its pursuit of advancement, integrated new technology, but the oversight of not adequately educating its workforce led to an unintended consequence: a dip in morale and performance. Employee development programs, particularly tailored to technology adoption, emerge as a viable solution in such situations. These programs are

**b. Is it essential to evaluate the employee development programme? Justify (5 Marks)**

**Ans 3b.**

**Introduction**

Employee development programs are a strategic investment made by organizations to enhance their workforce's skills, knowledge, and productivity. However, like all investments, it becomes imperative to assess whether the program is delivering the expected returns. The evaluation of such initiatives is not just a formality but an integral part of ensuring its