**Manpower Planning, Recruitment and Selection**

**December 2023 Examination**

**Q1. As a Training Manager of a fast-growing tech company, you are tasked to select a trainer for a training program to enhance the leadership skills of mid-level managers. The company has a diverse workforce, including remote employees. Outline the skills you will be looking for the trainer for creating a comprehensive leadership-training program that caters to different learningstyles and accommodates remote participants. (10 Marks)**

**Ans 1.**

**Introduction**

In an era where businesses are rapidly digitizing and workforces are increasingly diverse and dispersed, leadership training becomes a linchpin for organizational success. The role of a trainer in sculpting competent leaders extends beyond imparting knowledge; it encompasses the ability to navigate an intricate tapestry of cultures, backgrounds, and learning preferences, particularly in a tech company. Adding the complexity of remote employment, the stakes are raised, demanding trainers to possess not just subject expertise, but also the dexterity to unify

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**Q2. You are the HR Manager of a well-established manufacturing company that has been usingtraditional methods of performance appraisal for many years. The management team is consideringa potential shift to more modern performance management approaches. Your task is to provide anin-depth analysis of the advantages and disadvantages of traditional performance appraisal methods in the context of your organization. (10 Marks)**

**Ans 2.**

**Introduction**

In the rapidly evolving business landscape, where companies are constantly adapting to meet the challenges of the modern world, performance appraisal remains an integral component of HR management. Historically, our manufacturing company has adhered to traditional methods of performance appraisal, which have served as the backbone for assessing and rewarding employee performance. These methods, deeply rooted in our organizational culture, emphasize standardized evaluations and comparative rankings. As the dynamics of

**Q.3a) You are the Human Resources Manager of a rapidly expanding technology company that values fair and accurate employee performance appraisal. However, you've noticed that various biases and cognitive effects can impact the objectivity of performance evaluations. Analyze any three challenges faced while appraising the performance of employees and explain how each onecan potentially distort the assessment process. (5 Marks)**

**Ans 3a.**

**Introduction**

Performance appraisal is a fundamental process within any organization that aims to recognize and reward employees based on their contributions. In our swiftly growing technology company, ensuring objective and unbiased performance evaluations is of paramount importance, especially given the dynamism and diversity inherent in our sector. However, even with the best of intentions, biases and cognitive effects can creep into the

**Q.3b) You are the Recruitment Manager of a dynamic multinational corporation aiming to attracttop talent in the competitive tech industry. The company recognizes the need for modern recruitment methods to identify and select the best candidates. Select any three of the modern recruitment methods and explain why you have selected these three methods. (5 Marks)**

**Ans 3b.**

**Introduction**

In today's fiercely competitive tech industry, the battle for top talent is relentless. As the Recruitment Manager for a progressive multinational corporation, I recognize the imperative need to stay ahead of the curve by leveraging modern recruitment strategies. These methods not only cater to the evolving preferences of the current job-seeking generation but also