**Strategic HRM**

**April 2024 Examination**

**Q.1 UNI HR Consulting is experiencing growth and expansion in its services. As a result, the company is seeking to identify and develop potential leaders who can contribute to the organization's continued success. The leadership team is concerned about talent gaps that may emerge as current leaders approach retirement or take on new responsibilities. How can structured career pathing program in the context of strategic career management benefits both employees and the organization? (10 Marks)**

**Ans 1.**

**Introduction**

In the dynamic business landscape of today, organizations like UNI HR Consulting are increasingly recognizing the importance of nurturing future leaders to sustain growth and success. As the company faces the inevitable transition of its current leaders, the implementation of a structured career pathing program becomes not just a strategic choice but a necessity. Career pathing, as a core component of strategic career management, offers a systematic approach to developing a robust leadership pipeline. This approach aligns the growth aspirations of individual employees with the strategic goals of the organization, ensuring a harmonious progression towards mutual success. The incorporation of such a

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**Q.2 GlobalTech Solutions is a multinational technology company that specializes in providing IT solutions to various industries. The company has a diverse workforce spread across different regions. As GlobalTech Solutions continues to expand its operations, the HR department plays a crucial role in aligning HR practices with the company's strategic goals. What criteria should GlobalTech Solutions consider when evaluating potential outsourcing? (10 Marks)**

**Ans 2.**

**Introduction**

In the dynamic landscape of multinational technology companies, GlobalTech Solutions stands as a prominent player, navigating the complexities of serving varied industries with a diverse workforce. The strategic role of the Human Resources (HR) department is pivotal, especially as the company seeks to expand its global footprint. Outsourcing, a critical aspect of modern business strategy, offers numerous benefits such as cost reduction, efficiency improvement, and access to specialized skills. However, it also presents challenges like quality control and cultural mismatches. For GlobalTech Solutions, evaluating potential outsourcing opportunities requires a multi-faceted approach. This evaluation is not just about

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**Q.3 Neuro is a medium-sized technology firm operating in the software development industry. The company had been experiencing challenges in attracting and retaining top- tier talent due to increased competition and rapidly evolving technological challenges. The leadership recognized the need for recruitment and selection processes to better align with their strategic goals and compete effectively in the market.**

**Questions**

**a. Explain the process of recruitment to be adopted by Neuro to better align with their strategic goals and compete effectively in the market. (5 marks)**

**Ans 3a.**

**Introduction**

Neuro, a medium-sized technology firm, finds itself in the highly competitive landscape of software development, where attracting and retaining top-tier talent is crucial for success. The ever-evolving technological challenges and intense market competition necessitate a strategic approach to recruitment. For Neuro to align its recruitment processes with its strategic goals and effectively compete in the market, it needs to adopt innovative, targeted, and efficient

**b. Discuss the strategic issues that occur in the recruitment process, which Neuro needs to be aware of. (5 marks)**

**Ans 3b.**

**Introduction**

The recruitment process is a critical element in the strategic framework of any organization, particularly for a technology firm like Neuro, operating in a highly dynamic and competitive industry. While recruitment presents opportunities for growth and innovation, it also poses several strategic issues that can significantly impact the company's objectives and market position. Neuro must be acutely aware of these challenges to navigate the complexities of talent acquisition effectively. These strategic issues range from maintaining employer