**Manpower Planning, Recruitment and Selection**

**December 2024 Examination**

**1. " What are the key challenges faced by IT companies to effectively forecast and manage their workforce requirements in response to fluctuating project demands and evolving technology trends?" (10 Marks)**

**Ans 1.**

**Introduction**

In today’s fast-paced and technologically advanced world, IT companies face a multitude of challenges in effectively forecasting and managing their workforce requirements. With rapid fluctuations in project demands and the continuous evolution of technology trends, organizations must adopt proactive and strategic approaches to manpower planning, recruitment, and selection. The dynamic nature of the industry often leads to unpredictable workloads, making it imperative for companies to maintain a balance between staffing levels and project demands. Moreover, the competition for skilled talent is fierce, as the industry experiences a growing demand for specialized skill sets such as artificial

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**2. "Effective appraisal system is an important criterion for the success of the organization. How can organizations ensure the effectiveness of performance appraisals, and what specific challenges they can face in maintaining fairness and objectivity in the appraisal process?" (10 Marks)**

**Ans 2.**

**Introduction**

An effective performance appraisal system is critical for the success of any organization, as it directly impacts employee motivation, productivity, and overall organizational performance. Performance appraisals provide a structured approach for assessing employee contributions, aligning individual

**3a. It is observed that the overall productivity of the organization is declining day by day. You, being the HR Manager, are asked to find out the reason for declining productivity. You conduct a survey and realize that middle level managers need training. So, which off the job methods of training will you recommend to fix the problem and why? (5 Marks)**

**Ans 3a.**

**Introduction**

In today’s competitive business environment, organizational productivity is a critical factor for success. A decline in productivity often signals underlying issues that need to be addressed promptly. As the HR Manager, conducting a survey revealed that middle-level managers require training to enhance their effectiveness and leadership skills. To address this challenge, implementing off-the-job training methods is essential, as these methods provide managers with the

**3b. Now you are in the phase of organizing the training program. You want to finalize the trainer. What will be your criteria for selection of the trainer? (5 Marks)**

**Ans 3b.**

**Introduction**

Selecting the right trainer is a critical aspect of organizing an effective training program, particularly for middle-level managers who require specific skills to enhance their performance. A competent trainer can significantly influence the learning experience, ensuring that the training is engaging, relevant, and impactful. Therefore, it is essential to establish clear criteria for trainer selection