



**NMIMS Global Access**  
**School for Continuing Education (NGA-SCE)**  
**Course: Strategic HRM**  
**Internal Assignment Applicable for April 2023 Examination**

Assignment Marks: 30

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**Instructions:**

- *All Questions carry equal marks.*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible.*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed.*
- *Students should follow the following parameter for answering the assignment questions.*

For Theoretical Answer	
Assessment Parameter	Weightage
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

For Numerical Answer	
Assessment Parameter	Weightage
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

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1. As the assistant to the HR manager of Banking firm, one of your jobs is to help managers get ready to interview candidates. You and the manager decide to ensure that the process of selecting the candidates which is a negative approach to eliminate the unwanted candidates needs to well-planned so you and the manager list out the well-defined



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- selection process in order to ensure that the best candidate is selected from the pool of candidates who has applied for the position. **(10 Marks)**
2. As a HR, head of the small IT organization. One of your web developers schedules a one to one meeting with you, and during the meeting, the developer she says that she doesn't see any career growth for her in the organization. As a result, she confides that she is planning to leave the organization as soon as she can find another job. She is one of the best developers you have and your organization cannot afford to lose her. At the same, you get an idea that rest of the employees also have the same views. Which forces you to take immediate actions to develop retention strategies for your IT firm. **(10 Marks)**
  3. As a Senior HR Executive with extensive experience in employee handling you have winded up a meeting with Ms. Manisha (one of your six employees), who gave you some disturbing information. She feels she is being bullied by one of her co-workers and is seeking your advice on how to handle it. Ms. Manisha said that Ms. Mindy has been saying "good morning" to everyone as she walks by their office but does not say it to Ms, Manisha. Ms, Manisha also said that Ms. Mindy organized a farewell lunch for one of your departing employees last week and did not invite Ms, Manisha. She also told you of nasty things that Ms. Mindy tells other colleagues about her. For example, last month when Ms, Manisha ran into Ms. Mindy at the grocery store, Ms. Mindy told everyone the next day the medications that Ms, Manisha had in her cart, which included medication for irritable bowel syndrome. Ms, Manisha also showed you an e-mail that Ms. Mindy had sent blaming Ms, Manisha for the loss of one of Ms. Mindy's clients. Ms. Mindy had copied the entire department on the e-mail. Ms, Manisha thinks that other employees have been reluctant to involve her in projects as a result of this e-mail. Ms, Manisha left your office quite upset, and you think you may need to take some action.



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- a.** How would you handle this situation with employee participation and involvement in the organisation to ease the relation between Ms. Manisha and Ms. Mindy? **(5 Marks)**
  
- b.** In order to deal with such situations what pro-active industrial relation policies does organization need to undertake. **(5 Marks)**

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