

HRM – Batch 2023-2024

HRM assignment – 40 % weightage (Individual Project Report)

Please follow the instructions for a Role Model assignment .

1. Choose an Indian organization with robust HR practices and processes.
2. You will explore only one of the topics below –
 - I. Hybrid work , worker & workplace
 - II. Digital Human Resource management
 - III. Green & Sustainable Human Resource management
3. Your inputs will be drawn from the voice in the organization and communication of the organization that you have chosen to explore (social media is not validated source of data or content).Explore relevant websites , magazines and journals.
4. Collect primary data (from an original source in the organization) and secondary data from authentic online sources. Primary data is collected by the student herself/himself.
5. We understand your challenges in collecting primary data , but do give this a good try , for your own learning. You can meet a middle level or senior HR employee in the organization.
6. Clearly mention all sources of data for clarity in all reports submitted. If data sources are NOT mentioned , the assignment will be rejected
7. Project report should be well- structured (as mentioned below) . Ensure the recency of data (2020- till date)
8. All sources and tables should be at the end as annexures. Label them as fig 1 or Table 1 etc. Mention all sources of all such tables and figures immediately below the figure or Table. Immediately above the table or Figure mention the relevance of this annexure in your own words .
9. NO PICTURES should be included in the report.
10. ONLY WORD DOCUMENTS.
11. Follow all guidelines as mentioned above and below.

Why are we doing this project ?

To gain insight into the industry and organizations in India with respect to their people , employment and business practices and processes in the last three-four years .

As the world emerges from the dark days of the recent past and a new normal takes place, organizations are remodelling their businesses and making sweeping changes to not just survive, but flourish .

How are business organizations looking like, in the new normal? The Ukraine – Russia war has had far reaching effects. The innovative strides made by organizations during these last couple of years illustrates the power of human capital. **This period led to a new awareness for organizations and managers and specifically HR functions , to reset organizational practices that enable the creation of new future organizational arrangements.**

New workplace arrangements create precarious work and worker insecurity. Classical social thinkers such as Marx, Weber, and Durkheim sought to explain the consequences of the precarity created by the rapid social change associated with the emergence of the market economy in the nineteenth century (see Webster et al. 2008). Employment precarity results when people lose their jobs or fear losing their jobs, when they lack alternative employment opportunities in the labor market, and when workers experience diminished opportunities to obtain and maintain particular skills. Other aspects of employment precarity are either determinants or consequences of these basic forms of uncertainty, including income precarity, work insecurity (unsafe work), and representation precarity (unavailability of collective voice) (Standing 1999).

Society has increasingly expected business organizations to help solve problems of environmental degradation, inequality, injustice, and poverty. There seems to be a growing awareness of the vital role of business organizations, managers, and stakeholders in tackling societal challenges including environmental sustainability; inter-generational trade-offs where future generations cannot make their voices heard today; and issues of diversity, equity, and inclusion. And business organizations and their managers are beginning to respond.

To what extent is there a need to create future institutions, relationships, systems, and processes that are different from the past? To what extent do these structures in some way already exist and thus merely need to be improved upon?

1. Critical skills and mindsets organizations have developed.
2. Are hybrid or green working models prevalent in organizations. How are they managed?
3. Are these organizations working through dispersed or virtual teams? Examples of teams and their work done.
4. How are precarious workers taken care of? (*Precarious work means employment that involves instability, lack of labour protection, insecurity, and social and/or economic vulnerability.*)
5. Has the business model of this organizations undergone a transformation?
7. Which skills has this business organization (your study) and its leaders and managers developed during this phase?
8. How has this business organization (your study), its managers, and stakeholders dealt with prevailing uncertainty while responding to unpredictable & predictable situations?
9. How has this organization, its managers, and stakeholders developed and enhanced capabilities to anticipate and agilely respond to recent changes and other world-wide concerns, and new challenges?
10. How does the future of work look like for the organization and the industry you researched on?

Industries to be chosen from -

1. E Commerce
2. Hospitality
3. Entertainment
4. Edutainment & E-learning
5. Public Sector enterprises
6. Manufacturing
7. IT & ITes
8. Banking and Financial services
9. Consulting Firms

Preliminary Report – 1-2 pages maximum

Deadline – 13 August 11.59 pm

Word Document - (Times New Roman , font 12, 1.5 spacing , justified, headings in bold)

If you fail to submit this report – your final assignment submission will NOT be accepted.

1. Name of student -
2. Roll No. Section
3. Topic chosen –
4. Organization to be explored .
5. Whom have you contacted for Primary data ?
6. A few findings on which you will draw data from .

Structure of the Final Project Report-

Deadline – 20th August , 11.59 pm

Word Document - (Times New Roman , font 12, 1.5 spacing , justified, headings in bold)

1. – Name – Roll no – section – Date (2 marks)

Topic Chosen -

2. Introduction – maximum one page (8 marks)

Your Topic.

Relating this to the Indian context.

Relate this to the global challenges .

The unique challenges in India.

The responsibility of organizations – work, work-practices, workers and the workplace. Relevant data/ numbers (with year and source mentioned) to have a clear perspective.

3. Study one organization in the industry domain – 3-4 pages (20 marks)

- a. Name of organization , industry , inception , founder, present day size (revenue and no of employees, locations , major achievements)
- b. Primary data findings -
- c. Secondary data findings

These should be separately mentioned

4. Inferences from your study (1-2 Pages) - **(5 marks)**

What do you infer/ analyse/ learn from your data?

5. Bibliography should be in APA formatting. (5 marks)

(<https://apastyle.apa.org/style-grammar-guidelines/references>)

Plagiarized submissions will not be evaluated.

Individual paper- 6-8 pages

In your Project Teams, you need to be aware about the following –

- ✓ **What are the learning outcomes of this project?**
- ✓ **What knowledge and skills are needed to succeed?**

- ✓ **How do we organize sub-goals and sub-tasks to complete this on schedule?**

- ✓ **How do we collect Primary data and establish a communication with an organization.**

- ✓ **How can you perform for a win-win performance?**

- ✓ **Can I write a good report on my own without plagiarising?**

- ✓ **Is my brain working better than ChatGPT and other such AI tools ?**