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Ans-3- With the advancement in technologies, ~~cloud computing~~ has and networks, the world is moving towards a virtual setup. The latest technological advancements and the development of cloud technologies have changed how business is conducted and organised. ~~Cloud~~ So it is important to understand the essential elements of cloud computing. These are-

- 1- Multiple platforms: Cloud has ~~brought data sh~~ made the computing elements available across ~~all the~~ multiple devices like mobile, laptop etc in real time.
- 2- Resource pooling: Resources are globally available and data can be shared by multiple users simultaneously.
- 3- Elasticity: There is flexibility in the computing resources provided by the cloud. ~~Resources~~ and computing power is on pay per use basis and can scaled up and down with no down time.
- 4- On demand self service: Most of the services are automatic and doesnot require any third party intervention.
- 5- Measured Service: Cloud technology provides monitoring tools on usage and ~~provides~~ provide resources in a pay per use basis.

Cloud computing plays a vital role in Talent acquisition. ~~It provide helps them in providing~~ It helps HR in finding the right people at the right time which are most suitable for the job. ~~Toots~~ Cloud tech could be used to conduct targeted recruitment campaigns and automate cv selection, referral network scanning. Applicant tracking, interview management can further improve the hiring process.

Cloud computing in turn could benefit from the effectiveness of HR services by making the process more interactive, engaging and transparent to the employees of the organisation.

Ans-1- Human Resource management involves planning, organising, leading and controlling of human resources to achieve both individual, societal and organisational goals. It plays an important role in achieving optimal efficiency in organisations. Firstly, it helps by bridging the gap between employee's individual goals and the goals of organisation as a whole. It helps provide employees correct directions and training to the employees ~~and identify~~ so that they could utilise themselves with the fullest potential. It ^{helps} maintains ^{positive} manager-employee relationships and avoid conflicts in the workplace. ~~They provide a major role in providing~~ HR managers manage strategies to ensure the organisation reaches its business goals. All the above functions help in drastic improvement of organisation's efficiency.

Personnel Management and Human Relations Management are quite different. ~~Personnel Management is concerned with employ primary with non-managers whereas~~ Personnel management attempts at getting willing co-operation from people for attaining desired goals. It not only include ranking and filing of employees but also higher personnel. Personnel Management is concerned primarily with non managers whereas HRM is ~~con~~ more concerned with managerial staff.

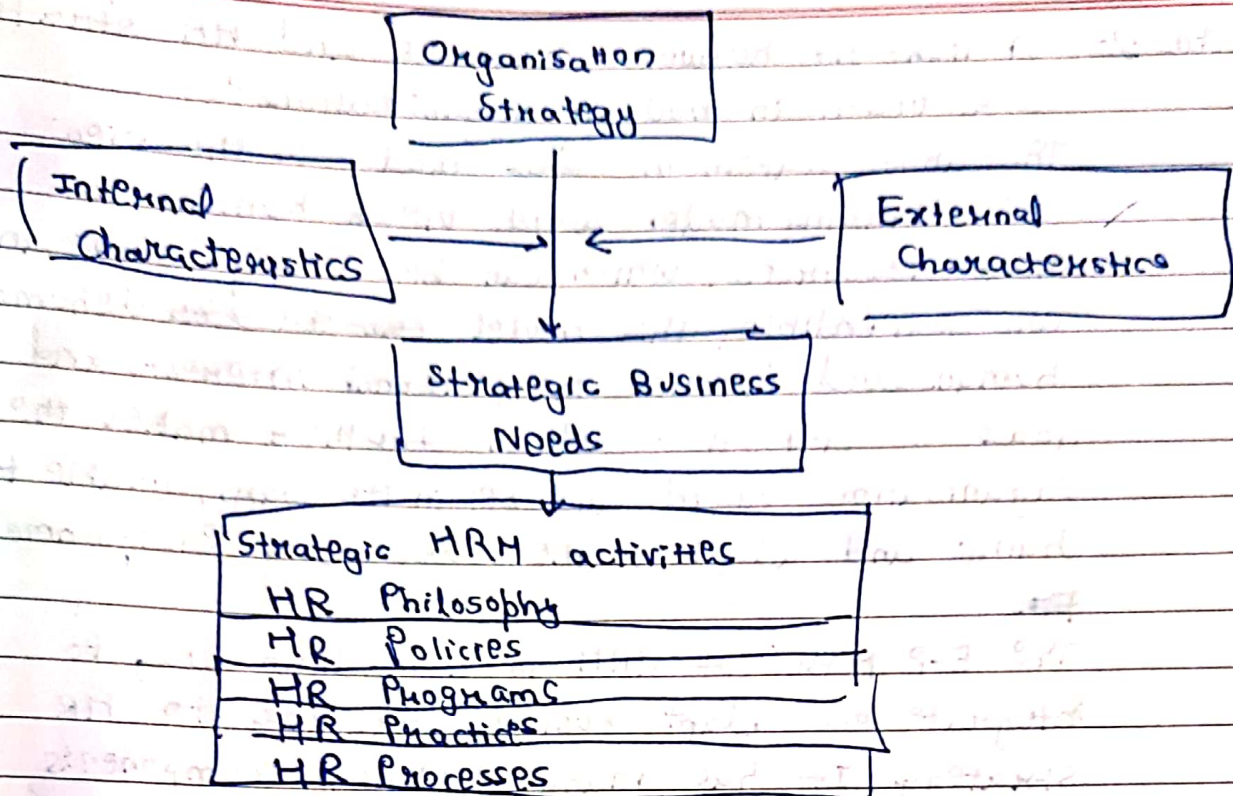
The Human Relations Movement began with the Hawthorne studies and Elton Mayo's Experiments in the 1920s. Which disproved the effects of physical factors on employee's working conditions. The conclusion Mayo made about the positive relationships and clear communication leads to increase in motivation has ~~a major~~ led to the development of the first ever personnel department. Opposing the classical management theories which ~~treat~~ treated employee more like robots than humans and understanding the importance of well being of humans ~~and~~ ~~it had a major~~ it lays the foundation for the development of human resource management.

Ans-2 "A tight fit between business and HR strategy is a misfit in modern organizations".

The above statement ^{can be} ~~was~~ made in the view of Matching model which views humans as mere resources, which can be cheaply bought and are expendable. This model ~~can be~~ ~~dehumanizes~~ dehumanizes humans and ignores the personal interests and goals of employees which further makes the organisation rigid and set in its ways, unable to change and adapt to the surrounding environment.

~~The~~ The 5-P Model of HRM is a modern way to integrate and adapt business strategy to HR strategy. It has many different components including policies, culture, values and practices. It is mainly concerned with Ensuring:-

- 1- HRM is fully ~~so~~ integrated with strategic needs of the company
- 2- HR policies are coherent with diff hierarchies and across policy areas
- 3- HR practices are accepted by line managers and employees as a daily part of their work



5-P Mode of SHRM

- 1- HR Philosophy - Deals with values and how to treat people
- 2- HR Policies - provides guidelines on people related issue
- 3- HR Programs - change people related business issues.
- 4- HR Practices - Motivates needed role behaviour
- 5- HR Process - How activities are carried out

Ans-4-a) The personnel functions are primarily central and have a low span of control. The managers (John) have little to no faith in ^{his} ~~their~~ employees. Provides proper training but ~~low~~ innovation at lower levels is ~~restricted~~ ^{at lower ~~lower~~ level}. Takes time to make decision, because each one had to go all the way to the top level. It closely resembles, McGregor's theory X style of management.

b) ^{cons}
~~Pros:~~

- Lower employee motivation
- Employee feel less valued in this autocratic regime
- Lower freedom of employees
- ~~No participation of lower levels in decision making~~
~~Low decision making time is high~~
- Follows Theory X style of management

Pros:

- Proper training of employees
- ~~High~~ Quick strategic planning

No the pros don't outweigh the cons and ~~require~~ change in personnel management is required.