 

# SBS – MBA

**Human Resource Management**

**Assignment I**

**2020**

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STUDENT ID

UNITTITLE UNIT CODE

Name (inFull)

**GENERALINSTRUCTIONS**

* All assignments are to be submitted on **12th March 2020**

to [examinationboard@atmsedu.org](mailto:examinationboard@atmsedu.org) and cc to [afatima@atmsedu.org](mailto:afatima@atmsedu.org).

* Hardcopy submissions to be done **13th March 2020**
* If assignment is not submitted on date, will follow with penalty of 10% deduction of marks for every day.
* Similarity between students work is strictly not accepted, any student found with similar work will be graded Zero and fail for the course. However, Plagiarism is an academic offence and will not be tolerated under SBS
* Assignment once submitted to exam board is final for marking.

## PRESENTATION OF ASSIGNMENT

* + You should include a title page and list ofcontents.
  + Use headings and sub-headings to organize your report and include supporting material in the documentfile.
  + Number all pagessequentially.
  + Any published material you refer to should be properly referenced and included in a reference list at the end of your assignment (see Plagiarism noticeoverleaf).

## TotalMarks: / 40

**PLAGIARISM**

Plagiarism is a form of **cheating**, by representing someone else's work as your own or using someone else's work (another student or author) without acknowledging it with a reference. This is a serious breach of the Academic Regulations and will be dealt with accordingly. Students found to have plagiarised can be **excluded from the program**.

Plagiarism occurs whenever you do any of the following things without acknowledging the original source:

* + - Copy information from any source (including the **study guide**, books, newspapers, the internet)
    - Use another person's concepts orideas
    - Summarise or paraphrase another person'swork.

## How do I avoid plagiarism?

To ensure you are not plagiarising, you must acknowledge with a reference whenever you:

* + - use another person's ideas, opinions ortheory
    - include any statistics, graphs or images that have been compiled or created by another person ororganization
    - Paraphrase another's written or spokenword.

## What are the penalties?

The penalties for plagiarism are:

* Deduction ofmarks,
* A mark of zero for the assignment or the unit,or
* Exclusion from theprogram.

Plagiarism is dealt with on a case-by-case basis and the penalties will reflect the seriousness of the breach.

## Please note: claiming that you were not aware of need to reference is no excuse.

**Answer all the questions:**

Q1. Answer the following questions in detail with examples as applicable:

1. What are different HR Structural Alternatives and how effectiveness and optimization in People Management relates to core activities of HR?
2. Discuss the complexity of outsourcing process and how to manage it for organizational efficiency.
3. Describe the latest trends in Human Resource information systems and technology considerations.
4. Outline how BATNA is an effective tool towards conflict resolution among employees.

Q2. Express your view with theoretical explanation for the following:

1. Why organizations must consider legal frameworks and what is the role of ILO (International Labour Organization)?
2. How Employee Engagement can directly influence the organizational performance?
3. Corporate Social Responsibility is a key driver towards EVP (Employee Value Proposition) and creates more authentic foundation for investors.

Q3. Describe and provide relevant exapmples in support for the following:

1. Explain communication & its relationship to organizational effectiveness Identify the principles of effective interpersonal communication in different cultures.
2. Negotiation is an effective tool when it comes to interpersonal communication. Explain how HR examines an effective negotiation strategy & process.
3. Classify with detail example differences between Industrial Relations and Employee Relations.

Q4. Write a note on each of the following topics:

1. What is job analysis and how it impacts various areas in Human Resource and Employee Lifecycle?
2. What are different types of Competency Frameworks and how are they put to effect use?
3. Classify internal and external hiring practices and explain different interview types