

HUMAN RESOURCE MANAGEMENT (MGT501)

FALL 2012

ASSIGNMENT NO. 1

DUE DATE: 16.11.2012

MARKS: 20

ASSIGNMENT:

Shaheen Corporation is a medium sized company dealing in surgical instruments business. In 1985, the firm had 150 employees. At that time, the personnel department consisted of a manager and a clerk. The department was responsible for record keeping, maintaining personal files, posting advertisements in newspapers for hiring new employees, processing applicants' pool, handling payroll, arranging picnic parties and managing other routine administrative tasks. Managers and line supervisors were responsible for most personnel matters, including hiring, training, promoting and firing subordinates.

Today, Shaheen Corporation employs 900 people. Personnel, now called the human resources department, has an HR manager who has M.B.A degree with Specialization in HR, three specialists (also having relevant degrees and certifications) dealing with recruitment, training and performance appraisal respectively and four HR assistants. The top management believes that a strong HR department with a highly qualified staff can do a better job of handling most HR matters than line supervisors can.

Over the past few weeks, several supervisors have complained to the top management that the HR department has taken away many of their management rights. The things are becoming more formal, complex and time taking day by day. Sometimes delay occurs due to long processing and paperwork, for example, during the last month there was an immediate need of new employee in production department but it took very long to fill the position. Moreover, the people hired are not able to get along with the supervisors. The Training and development programs of HR department are also increasing organizational cost and wasting employees' time. Supervisors are also required to periodically review and report employee performance which is making their job more hectic.

In response to these objections, the HR manager says "they are not viewing the broader aspect and ignoring the best interest of the company".

Questions:

1. Do you support the vision of top management or consider HR department a burden for the organization?

2. What do you suggest to the top management of Shaheen Corporation for handling the complaints raised by supervisors?

OTHER IMPORTANT INSTRUCTIONS:

DEADLINE:

- Make sure to upload the solution file before the due date on VULMS.
- Any submission made via email after the due date will not be accepted.

FORMATTING GUIDELINES:

- Use the font style “Times New Roman” or “Arial” and font size “12”.
- It is advised to compose your document in MS-Word format.
- You may also compose your assignment in Open Office format.
- Use black and blue font colors only.

REFERENCING GUIDELINES:

- Use APA style for referencing and citation. For guidance search “APA reference style” in Google and read various website containing information for better understanding or visit <http://linguistics.byu.edu/faculty/henrichsenl/apa/APA01.html>

RULES FOR MARKING

Please note that your assignment will not be graded or graded as Zero (0), if:

- It is submitted after the due date.
- The file you uploaded does not open or is corrupt.
- It is in any format other than MS-Word or Open Office; e.g. Excel, PowerPoint, PDF etc.
- It is cheated or copied from other students, internet, books, journals etc.