

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Course:** Human Resource Management

**Internal Assignment Applicable for Jun 2025 Examination**

Assignment Marks: 20

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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 Q1 and for question Q2(A) and Q2(B) 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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**PLEASE NOTE:** This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter

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**Q1** you are an HR manager in a multinational corporation facing challenges in cross-cultural teamwork. Employees struggle with communication barriers and adapting to diverse work environments. To address this, your company has implemented a Global Competence Development Program.

Evaluate the effectiveness of such programs in enhancing cultural awareness and adaptability among employees.

**(10 Marks)**

**Q2 (A)** A growing tech company is looking to expand its workforce by hiring skilled software developers and engineers. The company wants to use **public advertisements** and **campus recruitment** to attract top talent. As an HR manager, propose a **comprehensive recruitment strategy** using these methods.

What are the potential benefits and challenges of this approach?

**(5 Marks)**

**Q2 (B)** A multinational corporation is expanding its operations and requires a highly experienced Chief Operating Officer (COO) to drive its growth strategy. Given the critical nature of this position, the company is considering hiring an executive search firm to identify and recruit the best candidate.

Analyze the role of executive search firms in recruiting top-level executives. What are the advantages and disadvantages of using such firms?

**(5 Marks)**

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