

**NMIMS Global Access
School for Continuing Education (NGA-SCE)**

Course: Essentials of HRM

Internal Assignment Applicable for June 2016 Examination

Assignment Marks: 30

Instructions:

- *All Questions carry equal marks.*
 - *All Questions are compulsory*
 - *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 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.*
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1. Imagine you to be a training manager of a retail firm. Off late there a lot of absenteeism and turnover of employees taking place. You need to develop a training programme for the employees. Discuss all the necessary steps required for a training process. **(10 Marks)**

2. Siya works in a management consultancy which still is using the old performance appraisal methods like Checklist method and critical incident method. She is asked to present some future oriented appraisal methods. Which all methods can she propose? Discuss any two. **(10 Marks)**

3. Rakesh has joined an MNC as an HR Head. After completion of a month he feels that not much is done by the organization to develop the knowledge, skills & attitude of the employees, because of which the employees' performance is not good, career are in stagnancy etc. He feels the need to have HRD but for that he has to convince the management.



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- a. What all reasons Rakesh can give as the need for HRD? **(5 Marks)**
- b. Which could be the type of HRD system that can be implemented in Rakesh's Organisation? Critically discuss. **(5 Marks)**
