**SUBJECT: HR IN PUBLIC SECTOR**

Final Term Paper



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**Q1. Was it at all necessary for George to apologise to such a junior employee like Satish?**

**Answer:**

Yes, it was essential for George to ask for forgiveness to Satish. Even though Satish is new to the Head Office and is much junior to George, in order to keep up the self-esteem of Satish, George should apologise. This will not only encourage Satish's affection towards the company but also motivate him in learning things sooner.

**Q 2. If you were in Satish's place, how would you to respond to George's apology?**

**Answer:**

If I were in Satish's place, I would say sorry to George for his embarrassment, and promise him to learn things well within the given time.

**Q 3. Was George correct in saying that Satish is there to correct the "stupid mistake" of his boss and George?**

**Answer:**

The word 'stupid mistake' creates misperception. George only meant that Satish should not make the top-authorities feel that they have made a wrong decision by promoting Satish. What George wanted was Satish's support. Hence, the bosses expect Satish to work according to the policy (both written and unwritten) of the company. Satish's boss should have familiarised Satish with the formalities of the meeting with George.

**Q 4. Would you employ George in your company? Why? Or why not?**

**Answer:**

Yes, I would employ George in my company. Guilty is truly appreciable especially if he is in a much senior position.

**Q 5. Did Preet make a mistake by not intervening during the meeting and correct George's misconception about Satish?**

**Answer:**

It was alright for Preet to remain quiet during George's talk. He made it a point to remind him after the meeting,

butIn my opinion, senior people like George should (ideally) never forget that Satish is new to his job. Infact instead of questioning him intensely, he should have given him encouragement and confidence. He has to be a mentor. He has to get into this mode as he progresses in his career. He has the tendency to possibly jump into quick conclusions like "quickly closed the meeting saying that he found in general lack of planning in the department". He has possibly come to this conclusion only (?) because of Satish's response?

.**Q 6. As an HR manager, how would you define the character of George - bullying but later regretting? Does his attitude need to be corrected?**

**Answer:**

George is an unusual task-oriented leader. He becomes people - oriented only when motivated. When he is into a task he does it with full devotion. He is a responsible person. He has to enrich his soft-skills by making himself an equally task-oriented and people-oriented leader.

**Q 7. Would you be happy to have George/Preet as your boss?**

**Answer:**

Yes, I would be happy to have George or Preet as my boss.

Bottom line: When a person goes up in a career ranking, he has to have an overall view of the people and the processes. He has to realize that it is people who do the processes. He has to understand the importance of HR Management. At the same time, he should be inflexible in the processes and quality. This would make a leader a super leader.

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