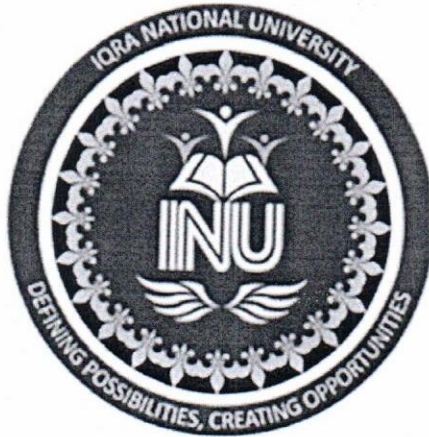


DATE: 26/6/2020

Final Exam Paper!



ASSIGNMENT OF

COURSE NAME: Cases in HRM

ON

NAME OF TOPIC: Final Exam Paper

SUBMITTED TO:

(Dr. Farooq Jan (sb))

SUBMITTED BY:

NAME OF STUDENT: Najeebullah (Mohmand)

STUDENT ID#: 15462

PROGRAM: MBA - 2.7/5 years

SEMESTER: 3rd Semester

**BUSINESS ADMINISTRATION DEPARTMENT
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Answer - Q No: - ① ✓

①

ID# - 15462 ✓

MBA - 1-7/5/1998

Part → ① ✓

The main problems of the company is facing is the high turnover ratio closed to the average of 30% in the past three years. The fact and Reality of the company is based in the Area where many of its closed competitors have offices facilities employees movements from from one job to another this turnover is mainly effecting position among the electrical engineers in the R and D department.

Answer - ② Nos - ① ✓

(Continue)

ID: - 15462

MBA - 1 - 7/5
years

Part - ② ✓

The HR director also take into consideration the following issues before trying to bring in the required changes!

- * - The HR director need to consider if there are possible instance of discrimination of any sort due to which employees are leaving.
- * - Also, he should find out the possibility of health or safety issues which might have made an employee quit the organization. this is the additional information he should find out before he can start in the rebuilding operation.

Answer - Q No: - ① ✓

ID: - 15462

(Continuous)

MBA-I-I/Syear

Part - ③ ✓

A formal HR system will ensure proper employee development is taken care of and along with it organizational development also happens.

The benefits of an individual and organization system are follows:

- ✓ * - It ensures the employee is meeting his or her secure esteem needs and stay with org. for long time
- ✓ * - It help keeping the employee in a happy and healthy state result in better performance. these are HR benefits system
- ✓ * - He need to ensure the reward system to encourage organizational personality and cativity.
- ✓ * - He need to ensure the existance of learning.
- ✓ * - He need to encourage employee to participate in across learning activity.

This case study focused on Enterprise Rent A-Car's human resources strategy of minting and establishing internal wage pay to the relationship and framework, it also explore the requirement approach adopted by the company. there being many benefits of hiring younger workers, it was established that such people lack the necessary experience to provide the desired services, they also lack consistent direction in their vision not able to help Enterprise Rent - A-Car improve its expansion plans. it was also evident from discussion that will designed organizational structure an offering reward based on individual employee's ability and performance.

Answer - ② No: - ③ ✓

③

ID: - 15462 ✓

MBA - I - 7/54 year

Step - ① ✓

Lw, should get strict disciplinary action to against CM, because after giving amount of time CM, was failed in submitting self appraisal report. to Each and every Supervisor is aware about the Company Policy that each Supervisor has to complete a self-evaluation reports into manager by a specific date.

therefore - Lw, should holdup CM's raise due to in complete self evaluation reports.

Step - ② ✓

Jw should also be held liable for submitting CM's evaluation reports in the absence of self evaluation - Lw should demand written explanation from Jw, and impose responsible amount of penalty for not obeying firms rules. and regulation.

Answer - ② Nos - ③

ID: - 15462

(Continuous) ✓

MBA-7-7/5
years

Steps - ③ ✓

CM - should not be generated a risk because it was her not obey the rules and regulation. She has not Submitted Self-appraisal report even after several reminders. It made her ineligible to avail the risk.

Steps - ④ ✓

EP's self appraisal Complex in nature, this process requires to Supervisors to evaluate themselves by completing two comprehensive forms. Responsibility and goals. Self evaluation reports require that Supervisor write their primary duties along with objectives. It also ask the Supervisor about their Career interest.

Answer - ② No: - ③ ✓

ID: - 15462

(Continuous)

MBA - I - I/S
years

Steps - ⑤ ✓

Self appraisal process should not be eliminated because it provide each Supervisor an opportunity to communicate their respective areas of in which the Supervisor concern, interest, and strength in the areas of supervisor fails. Self evaluation play important role in enhancing the performance of supervisor. therefore it should not be eliminated.

Answer - Q No: - (4) ✓

(4)

ID: - 15462 ✓

MBA - 1-7/54 year

The best impacts are the ones that we have all heard of this could be change in national policy that effects US all with study like this, the impact are linked with multiple impact of our case study that can be come much stronger policy to give benefits to the society. the over change aim is always the impact not the researcher it's always focus on our aim and associated the impact of our life and society. it become much more focused appeal to your beneficiaries and give reviewers a reason to why our working is important.

Answer - Q No: 4 ✓

5

ID: 15462

MBA - I - I/5
4 years

(Continues)
Part

These case study shows how the work of our researcher makes aware and common differences to economies, societies and cultures across the global. our main focused minds tackle the world's greatest challenges, finding new ways for government, businesses and communities.

Example of impact and research action!

- 1 - Impacting on policy and practice.
- 2 - Bringing positive benefits to society.
- 3 - Contributing to economic benefits.
- 4 - Enhancing public and cultural understanding.