**MARVA QASIM**

**ID#16765**

**Subject: HR in public sector**

**Dr Wajahat Gul**

**Final Assignment**

Answer the following questions and give reasons to your answers.

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

Ans: All the members of an organization should continually reaffirm the importance of ethical shared values. Seniors or top managers are the role models in terms of words and their actions, what they do and say has strong influence on employees’ decision. In my opinion, it was necessary for George to apologize to Satish. This will motivate and encourage Satish to have more respect towards the company and be more forgiving about the situation.

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

Ans: The way organization treats the employees greatly impact its organizational performance. If I were in Satish’s place, I would have felt and considered myself as an important person in the organization and would have promised George to learn things within given time period.

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

Ans: Employee like Satish really cares about the kind of work they do, the reason why he was promoted and shifted to HO as a Deputy Manager- Product Management. George meant that he wanted Satish’s support and to consider his job performance to be important to his self-worth and also to feel connected and satisfied about his job. George had to make the decision based on the information provided to him.

4. As an HR manager would you employ George in our company? Why? Or why not?

Ans: Yes, as an HR manager I would employ George in my company. As a VC, George’s job was to coordinate and oversee the work so that organizational goals could be accomplished and was also being critical getting things done in the organization.

After realizing his mistake (although not knowing about the newly appointed HO, Satish), George apologized, which is truly appreciable and generous.

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

Ans: Organizational leaders are responsible for creating such an environment where ethical behavior is encouraged. Employees see what those in authority are doing and then use that as a bench mark for acceptable practices and expectations. As a marketing director, it would have been inappropriate and against the ethical values to interrupt the VC while the meeting was progressing. In my opinion, Preet made a right decision as he also made a point to remind George after the meeting and was not afraid to admit it and stifle employee’s emotions but instead cleared the misconception right after the meeting.

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

Ans: George is a task-oriented leader. He mainly focuses on achieving goals, delegates’ assignments, set clear processes and issue deadlines to ensure all team members remain focused and deliver their part of the project within the designated time. George is good at time management, delegation, the ability to sort those tasks and achieving goals on time. In my opinion, George was not bullying but doing his job that is to get the tasks done.

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

Ans: I would be happy to have George as my leader. A person who completes a high number of objectives on designated time. A responsible leader who tells people what to do and to expect them to do it. As a leader he realized his mistake and apologized. This will motivate and encourage employees if the leader has these qualities.

The top managers are responsible for every decision and action of organizational employee. Preet should have briefed on Satish’s situation beforehand in the beginning of the meeting.