

ASSIGNMENT #01

SUBMITTED TO

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SUBMITTED BY

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MBA 72

I.D 14415

SUBJECT

CASES IN HR

ARTICAL

why we love to hate H.R and
what H.R can do about it

By

PETER CAPPELLI.

What did you specifically like or dislike about the readings?

Reference to the article

"Why we love to hate H.R., and what H.R. can do about it", by Peter Cappelli.

The sentiments of H.R. are not new to us, because they have omitted not only now, but in the past too, in the fact of that; we don't care of being advised.

(i-o) How to act inside the Organization and with the individuals, specially those who report to us and their opinion goes right to the center of what our identity is?

what I like as:-

When the talent supply is short/scarc Business leaders see H.R. managers to be a significant and valuable accomplice.

Instead of sitting tight until the business sector moves, the leaders perception is, the H.R. managers should set new talent agenda. As they have the experience.

what I dislike:-

When the talent is required, Businessmen see H.R as their valuable partner, but when the talent is loosen up, unexpectedly H.R appears to be an irritation.

Because we don't like to be advised how to behave. And we see immediate benefit to comply.

(11) Punishing your employees for their mistakes when your company is bank rupt.

Q₂ What are some research ideas that you have formulated based on the reading and the Research questions that left you pondering?

The Research ideas that come-up to my mind, while studying the article "a why we love to hate H.R and what H.R can do about it" by Peter Cappelli are the following :-

(i) H.R to employees and employees to H.R trust and strategic decision making.

(ii) How do H.R effects team building in a company.

- ③ The importance of dynamics and notation of time.
- ④ Stressing leadership support
OR
Role of Top management in stressed situation.
- ⑤ Factors (why employees turnover ratio builds).
"Is it the economy, ignoring talent, or better opportunity"
- ⑥ How H.R policies and practices help increasing employee loyalty?
- ⑦ How H.R managers encourage the diversity? and what are its impacts on work place dynamics.

what i am Confused about as:-

- ① Why don't the issues of H.R and employees are not resolved on time to avoid bank rupt and recessions?

- (ii) why there is a diverse environment when the company is bank rupt?
- (iii) Cross Cultural work force diversity and its effects, and How it should be resolved?
- (iv) The major question as; Do we actually hate H.R? If yes then why?
- (v) what are the barriers to effective H.R system?
- (vi) what challenges does a developing venture face while adopting modern H.R practices?
- (vii) How H.R enabled the organization to accept new and innovative H.R policies.

Q3 How does your personal experience fit with the readings and how they are inconsistent?

In referance of the artical

" why we love to hate H.R and what H.R can do about it " by Peter Cappelli

A hospital is the organization / institution where everything has to be handled by the H.R department.

Being employee of Shokat Khanam Cancer Memorial hospital, I have not faced the restrictions, but seen alot being a spectator.

Employees cannot favor themselves even a minor / minute thing without the permission of the H.R manager.

(Minor discrepancies led to engulf someone's job.

The H.R should atleast give another chance to someone for his mistake if he/she is a part of private institutions. As it made them feel secure and responsible and accountable.

Why I love H.R, is; they value the employees and what I hate about them is, they never give a second chance, in SKAMH.

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What are some research ideas to pursue in Pakistani context that would allow us to correct the mainstream literature?

while studying the article (i-e)

"Why we love to hate H.R and what H.R can do about it" by Peter Cappelli,

I think that Pakistani nation is a fringe nation that depends on the inner hypothesis.

The ~~real~~ reason is that most of the theories and hypothesis are carry forward with older techniques and methods on a new topics.

They do not formulate new techniques hence that doesn't add or contribute into the main-stream literature.

Pakistan need to develop new and innovative theories as Pakistan has a variety of political, Economical, and cultural diversity so new theories can be formulated very easily.

Some research ideas that come-up to my mind are as follow:-

① Paradoxes of H.R.

① Strategy Paradoxes.

② Leadership paradoxes.

③ Organizational paradoxes.

② Are they (the paradoxes) are insparable for organizations for "front end decision making"?

③ How innovation can be spread inside organization, specially if it is going to bank - rupt?

④ Cluster Cooperation inside organization between H.R and other staff.