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(Mid Exam)

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Subject: - Cases in HRM

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ID: - 15462 ✓

* - Answer of Question (1) ✓

③ - why is it important that the two board members actively participate in a road show in which they personally explain the PE situation?

* - While the road shows are the important for stressing leadership support of the organizational changes made and for employees trust in the strategic decisions being made by management and it emphasizes the work of top management.

⑥ - What is the impact of out sourcing disciplines on employees who are being out sourced and employees who may stay?

* - All the free of cost hospitals are become in fact they are old and need a lot of care of themselves, which distracts the medical professionals for their patients.

the level of low or middle management is removed the new board directly speaks with medical professionals.

⑦ - What Kind of Competencies do HR Professionals need for adding value to the organizational change process caused by a PE intervention?

* - The HR instructors main focus at this stage of actual PE intervention is retention of highly motivated to qualified their employees. Both medical specialists and experience are represent the human Capital of the Hospital. major workers or employees turn over the rates could damage the Community of Health Care activities.

② - What Kind of HR - Policies and Practices can be applied to retain valuable employee during a Process of major organisational change?

* - The HRM - Practices, goal setting through Performance management has become a central work. the new Performance management system clarifies the linking b/w organizational goal, team goal and individual employee goals. the HR - Professionals have played an important role in implementation and Communication of new Performance management system.

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③

MBA - 205 ✓

*- Answer of Question (2), ✓

* - Answer of Question (3) ✓

b - Based upon the reading the research ideas work which have formulated are as follow:

(i) - not Strategy or idea can work until and unless there isnt any HR interventions

(ii) - importance of all the level of Management to be followed and repeded

(iii) - The organize action can sort out of rest of it's Problems by involving it's all employees and they may help in generating best Responsible Solution to the Problems.

a- The first part which really made me like the reading and attracted my attention is that aged people (volunteers) are asked to leave so as they (doctors) are able to pay their entire attention to their patients, not the old staff they have around. What I did not like about the readings is that the middle management is abolished in such scenario chain management is not followed and that may cas in the organization.

C- In my opinion and experience about the reachings may differ from others Points of view and might not match.

- * - Whenever a Strategy is executed Vertical. It has not be implemented and applied in all directions to get best results.
- * - Involvement of HR is very much important in Strategy as they have a clear idea about the Specific abilities of each and every employee and they are very Clear about knowing the employees who can solve the Problem out for them.

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⑦

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- * - In the change process upper management is important as the ultimate decision has to be taken by them. Other can and only power in ideas.
- * - Involvement of employees may decrease the turnover of their employees.