

Cases In HRM



Submitted By

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Assignment Final Term Exam

**Submitted to
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**DEPARTMENT OF BUSINESS ADMINISTRATION
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IQRA NATIONAL UNIVERSITY
Department of Business Administration
Examination: Final Term

Cases IN HRM

Marks: 50

Time Allowed: 6 Hours

Instructor: Dr. Muhammad Farooq Jan

Note: A Friend may not help you to get a lot of marks but marks may help you to get a lot of friends, so love your studies not your friends

Q 1 Answer first three questions from the case study “career development at electronic applications”?

Q 2 Write a short summary of “Enterprise build on people” case study?

Q 3 Answer first question “what action should leory Washington take in response Carol McCalmont’s and janet Weber’s Actions? Should McCalmont be granted a raise even though she has not completed her self-evaluation. From case study by the name “Performance Appraisal”.

Q 4 write a brief summary on how did you find the different case studies and how has it impact on your life?

Question 1.

Answer first three questions from the case study "career development at electronic applications"?

Part 1

Describe the nature and causes of the problem faced by Harold Sweeney.

Answer.

①

Question 1 Part 1

The problems faced by the HR director are complex in nature because they are connected to the personal development career expectations of the employees.

In a manner the problems are connected to the esteem needs of the employees.

There are various causes for the problems and they are as given below:

- One of the causes is the management's lack of interest to offer development opportunities to employees.
- The management's lack of interest to offer in encouraging senior employees to take up challenging roles.
- Another problem is the management's lack of concern to reward them suitably for the employees' efforts.

Question 1 (Part 2)

What additional questions should Sweeney ask or what additional information is needed before proceeding toward a solution to this problem? Why?

Answer

②

Question No '1' Part '2'

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

- > The HR director needs to consider if there are possible instances of discrimination of any 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 operations.

Question 1 (Part 3)

What are the individual and organizational benefits of a formalized career development system?

Answer

③

Question No '1' Part '3'

A formal HR System will ensure proper employee development is taken care of along with it organizational development also does happen. The benefits of an individual and organization system as follows.

- It ensures that the employee is meeting his/her esteem needs and thus stays with the organization for a long time.
- It helps in keeping the employee in a happy and healthy state, results in better performance.
- These are benefits of HR system containing personal and organizational benefits schemes.

Question 2.

Write a short summary of "Enterprise build on people" case study?

Answer.

(4)

Question No '2'

When most people think ~~abo~~ of car rental companies, the names Hertz and Avis usually to mind.

Over the years, Enterprise Rent-A-Car has overtaken both manufactures, and car Rental is currently the industry's largest and most profitable business.

In 2001, the company sold more than 3.8 billion and employed over 50,000 people.

Taylor plays key role in the company's initial success with a business strategy in mind.

most rental companies, such a Hertz and ~~Avis~~, find most of their locations at airports, train stations and other transportation hubs.

These companies see their customers as business travelers and individuals who fly on vacation and then need transportation at the end of the flight.

5

The company began working with an insurance company.

Companies such as Hertz and Avis charge relatively high daily rates because their customers need services close to the airport and/or pay their fees through employers.

These rates are much higher than most insurance companies are willing to pay, so consumers who use these companies pay a portion of their rental account.

The company also offers local delivery and delivery service in most areas.

First the company began opening airports to compete directly with Hertz and Avis.

Second the company began expanding into the international market, and today rental offices in UK, Ireland and Germany.

Companies are trying to hire a special kind of people. Her ~~new favorite~~ preferred new employees is a college graduate from the bottom half

1) To K
2) To 10
the Pric
3) Gratha

⑥

of the graduation class, and preferably ;
Those who have become athletes or attend
community events on campus.

Business managers don't believe that car rental
requires a very high level of success, but a
bachelor's degree reflects intelligence and
motivation,

Because relationships are so important to business
companies need people who are community
managers or community organizations, such
as high-level community or senior executives.

After hiring the company's new employees are
often surprised by the company's expectations,
with the help of rental agency, all company
executives should step in and help with car
washing or cleaning, so what are the benefits
of working in a company? first of all it is
an unfortunate fact of life when lower level
graduates often try to find work.

←>

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Question 3.

Answer first question "what action should Leory Washington take in response Carol McCalmont's and Janet Weber's Actions? Should McCalmont be granted a raise even though she has not completed her self-evaluation." From case study by the name "Performance Appraisal".

Answer.

④

Question No "3"

Leory Washington take strict disciplinary action against Carol McCalmont because after giving adequate amount of time CM was failed in submitting self appraisal report. Each and every supervisor is aware about Company has a policy that each supervisor has to complete a self-evaluation report and turn it into immediate manager by a specified date.

therefore, LW should hold up CM's raise due to incompleteness of self-evaluation report. Janet Weber should also be held liable for submitting CM's evaluation report in the absence of self-evaluation. LW should demand written explanation from JW and impose reasonable amount of penalty for not obeying firm's rules and regulation.

CM should not be granted raise because it was her fault not to obey the rules and regulation. She has not submitted self-evaluation appraisal report even several reminders. It made her ineligible to avail the raise.

Question 4.

Write a brief summary on how did you find the different case studies and how has it impact on your life?

Answer

(8)

Question No 4

A good way to locate case studies is to do a keyword search in one or more of the library's databases; ~~or~~ after when I need any solution of problem,

I studied many of case studies from which

I learn that the case studies can provide

the necessary platform from students to

communicate and collaborate about a situation

that concerns a certain group, It helps to

Solve problems, Additionally, It can be used

to analyze a current practice, like an ineffective policy,

Through the use of a case study, we can

actively engage in applying learned concepts,

objectives, and knowledge to hypothetical

situations by using critical and higher order

thinking skills to answer tough questions.

Q

the impact of case studies in my life is that, I learned from different case studies that how to use a specific formula to solve a hard problem anywhere, It's develop my some skills like

- Problem solving,
- Analytical tools, quantitative and qualitative, depending on the case.
- Decision making in complex situations.
- Coping with ambiguities.
- Public speaking skills.
- Leadership potential.
- Communication in group problems.

Case study can be helpful when it come in practical life as it is based on different methods of gathering data,

(10)

I have come across different case studies regarding HR and I can link it with experience that it has helped me to find out solutions for different problems in an effective way as case study is printed at specific time of event.

End Paper