

Roll Number :-

16091

Paper :-

Cases In HRM

Program :-

MBA (90)

Submitted to :-

Sir Farooq Jam

Submitted by :-

Mehreen Gul

Date :-

26 - June - 2020

Question no 1

Answer the first three questions of case study

* Part 1 :-

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

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 problem and they are as given below:-

* One of the causes is the management's lack of interest to offer development &

(3)

opportunities to employees.

* The management's lack of interest in encouraging senior employees to take up challenging roles.

* The management lack of concern to reward them suitably for the employee's efforts.

Part B :- Additional Questions :-

The additional questions or information he should find out before he can start in the rebuilding operations.

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

⇒ The HR needs to consider if there are possible instances of discrimination of any sort due

(4)

to which employees are leaving.

⇒ he should ask, to find the possibility of health or safety issue which might have made an employee quit the organization.

These questions should be asked and also possible solutions, to get those possible solutions which is in interest of workers.

Part C:-

The HR director needs to incorporate certain elements which are essential for personality development and organizational development.

They are :- * HR needs to ensure a reward system to encourage organizational and personality development activities, he needs to ensure the existence of a learning centric

atmosphere is prevailing in the organization, HR needs to encourage employees to participate in cross learning activities. A formal HR system will ensure proper employee development is taken care of and along with its organizational development also does happen. HR should ensure 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.

The career development activities are to be mixed with other HR activities because only a combination of both will make the employees happy and they can get satisfaction with the personality development going on in the organization.

For example: the personality development activi-

(6)

They can be linked to the following HR activities.

Performance Appraisals :- A better appraisal needs to be given to employees with better personalities.

Performance And Rewards :- Better recognition in organization can also keep the employees happy and they will stay.

Question no 3 :-

Carol needed to complete her self-appraisal on time. Likewise, Janet must demand that Carol finishes the performance review process. Both of these individuals have to follow company policies. Their actions border on being insubordinate. Leroy Washington should return Janet's evaluation of Carol and

and take disciplinary action against Carol because she was given adequate amount of time to fill in the self-appraisal report but she failed to do so. Every supervisor is aware about the company's policy that each supervisor needs to complete self-evaluation report and turn it to immediate manager by specified date - So. in my opinion Washington should hold up Carol's raise until she turns in her self-evaluation report and ask her about the delay and should warn Carol that her raise would not be granted until she turns in the

self-evaluation report and such things
should not happen in future.

Question no 2:-

9

Summary:-

Enterprise Build On People.

In this case study there are two enterprises, first is Hertz and Avis another is enterprise rent - A car. As per enterprise rent A-car study strategy and their work, they over take the other industry. Hertz and Avis provides car on rent to the business travelers who travels from flights and have to go back very soon. The first enterprises charge heavily from their customer and the other one (enterprise Rent A-Car) provides car on rent to the local residents, and they charges lesser than Hertz and Avis and

provide better services to its customers.

The success of enterprise rent A-car was their human resource strategy. In their strategy, they prefer to recruit college graduates from the bottom half of the colleges. They do not consider how much percentage (number) grades they are having in study. In other strategy of Hertz and Avis, they do not focus on the people who are involve in social activities. They also focus on the college graduates but on those who are having very good grade etc. They do not fill their upper vacant position or designation by giving promotions to lower ones.

A service oriented business like these enterprise must deliver perfect service every time

to keep customers satisfied. An unhappy customer is unlikely to come back. Strategy of recruiting people with the right skills and competencies helps the business to carry out its aim.

These firms see their customers as business travellers. The firm got its start by working with insurance companies. Enterprise has started to expand its market base by pursuing a two-pronged growth strategy. First the firm has started the opening of airport locations to compete with Hertz and Avis more directly. Second, the firm also began to expand into international markets. Enterprise hired new staff and shocked by seeing results, they are directed to wear uniform. It's an unfortunate fact of life that the college graduates with low grades often

struggle to find work. A jobless person is better than having a job in enterprises. The firm do not hire outside, that's why enterprises employees know that if they will work hard they will definitely get success. and the firm will grow.

Question no 4.

Summary on how did you find the different case studies and how it has impact on your life?

A case study tells us what happened to and in a business (or non-profit, or industry) over time. Case studies allow us to learn about real world organizational problems and how they can be addressed. They challenge and develop our problem solving

abilities or skills. Case study can be found in both scholarly and non-scholarly business journals and also on the websites of business consulting groups. I can also find different case studies from articles or papers. A good way to find a case study is to do a keyword search in one or more of the library's databases or try searching using the everything search in the library website. Try adding case study or case studies to search.

Example:- case study and environmental remediation case, studies And Management "Case studies" & Air lines case studies and Management.

As i personally wrote a case study of NIC

abilities or skills. Case study can be found in both scholarly and non-scholarly business journals and also on the websites of business consulting groups. I can also find different case studies from articles or papers. A good way to find a case study is to do a keyword search in one or more of the library's databases or try searching using the everything search in the library website. Try adding case study or case studies to search.

Example:- case study and environmental remediation case, studies And Management "Case studies" & Air lines case studies and Management.

As i personally wrote a case study of NIC

peshawar on (The Enlight Lab). In that task we are directed by our supervisor to take interview first to know the organization, then to ask difficulties, reasons etc and to find out or to highlight the problems then to come up with possible solutions and at last conclusion. After going through all this experiencing i learnt, how to understand any situation how not to create panic, how to handle a problem and how to come up with most possible and good solutions. Case studies helps to understand situations and to solve those problems which are there in case studies, it helped me alot in my professional career. I am able to solve a problem, to identify, i am able to unde-

stand a situation to analyze a situation

From all six sides. I am able to see my self in others place and then to see a situation and then come up with possible solutions. Case studies helped me alot in understanding different situations in different angles.

