

(IQRA National university)

(subject. cases in HRM)

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Mid term exam

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Q1:- Please read the case study Human resource management and private equity in hospital by Aline bas and Paul Boselic and answer the question:

in this case study, I learn many things, those things are very helpful in my daily life. I understand many things. I am jobless but it makes me prepare for future jobs.

and the things which are mentioned in bullets.

- (1)- I learn that what is the impact of private intervention in business and also how it affects downsizing and upsizing in organization.
- (2)- how leaders play their role. The main points which make me a person and let me think about how leaders perform their duties towards followers.
- (3)- How culture framework affects style of leadership. What is conceptual framework of leaders.
- (4)- Globalization plays an important role in organization. The case study shows that if you want to succeed in organization global change.
- (5)- The leadership case study tells us that how HR great leaders differ from rest and quality with great leaders possess.

- integrity
- honesty
- technical and professional expertise.
- innovation
- solves problem
- Focus on result -
- take initiative -
- Establishes stretch goals -

interpersonal skills.

communicated powerfully and broadly -

inspire and motivates other.

Build relationship.

Develop other -

collaborates and foster teamwork.

leading change

Develop strategic perspective.

connects the group to outside world.

10. here the CSR activities in primack. I learn that how CSR activities are useful for any business.

Social responsibility of any organization play vital and pivotal role in development of society and also bring good will to business.

(i) How does new performance management system affect organisational occupational and team commitment of employee in hospital?

Ans Before the introduction of new performance management in hospital employees committed towards themselves. but after the introduction of new performance management system they were bound to follow the new system.

- this new P.M system being change in the organization which were not aware of employees feeling and their devotion to organization.

- team members are in competition among themselves as there have been bonuses arise for better services.

(ii) - what is impact of outsourcing discipline on the employees who are being outsourced and employees who stay.

as the outsourced employees bring many vast ideas of knowledge with himself which can be used in competitive advantage, the only limit is to that they aware of culture and can be sometimes on other employees. in outsourcing discipline employees who may stay are not outsourced and affect made of employees and they feel less important and necessary for organization.

(3) What competencies do HR professionals need for adding value to organization change process and called by P.E intervention

In process of P.E intervention the HR professional should be required to focus on communication skills and as the HR have to first convince the employees for ongoing change and here the HR plays a good image representation of this new process of P.E intervention:

Q2 write in detail what you have learning derive reading different case study and how did find those case. to your job experiance.

ANS:- the case is study of particular individual group or event in detail. and the study of particular situation. and what I have learned from the case study. it is specific case which requires more explanation. and they get more information. and I have notice there is made of information of misleading. It is purly based on facts.

and my recent case study was of apple in which aulov was in dillena where he where he choose either to expand or focus on only one product. there was urgent need of cost reduction strategy. and the case study can be helpful when it comes to practical life as based on different methods of der gathering data and facts. so many aspects of practical life issue can be find out for instance " treatment of cancer " which can be generally.

I have come across different case studies reading HR and link with experiance and it helped me to find out solution for different problem. and effective way. as case study of specific time, total of event:-



in case study Human resources management and private equity in hospital by Aline bos and Paul Boselle kindly answer the following?

(a) what did you specifically like or dislike about readings?

it is very important for change in organization must be felt and else they feel and do motivated from their work-

- the author did not highlight the feelings of employees and also emotions of employees and focus was more on HRM.
- Author being sceptical about P.E interventions on first but later on intervention was proved to be effective.
- and the author focusing on HRM. and the author have highlight the role of leadership in such scenario and would be very important.

(b) what are some research ideas that have based on this reading.

Active role of HR can affect employees attitudes and perception.

- How can be transparency applied through organization.

- and employees in decision making.
- and as employees get ^{motivated} their expectations also gets high. but due to some circumstances.
- also need for employees security:-

(c) what does your personal experience withing bonding and how they are in consistant?

my personal experience about the reading that of employed are wellware of process be it any and they connected to the organization. if employees are asked about any changes they feel accoudable and carry out their work. I found this study consistant as every interaction. and the top managment play in very important role:

