



IQRA NATIONAL UNIVERSITY

Peshawar

Subject: - Cases in HRM
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MBA (90)

Assignment: - Mid Term Exam
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Question #1 (a)

①

Question No # 1

How does The new performance management System affect Organizational, Occupational and Team Commitment of employee with in hospital?

Answer

In the new performance management system the employees were bound to follow the new performance management system, which focuses on increase efficiency and service quality.

In the new system employee adoration to their organization required to focus innovations and quality improvement.

For the better services there are better bonuses assigned for employees team members, and for getting bonuses the team members, are in competition among themselves,

The previous commitment was not enough to give the a competitive advantages to organizations so the employees may feel dishearted because the new performance management make changes in organization, which not aware of employees feelings.

Question #1 (b)

②

Question 1(B)

What is the impact of outsourcing discipline on employees who are being outsourced & employees who may stay?

Answer.

Hiring someone outside of work force, having skills, education, efficiency and on low cost, for a suitable post is outsourcing. The impact of outsourcing is the employee which is hired from outside brings many vast areas of knowledge with himself which can be used to achieve competitive advantages. Also the impact of outsourcing discipline employees, who may stay and are not outsourced can affect the morale of employees they feel less important.

Question #1 (c)

③

Question 1 (c)

What kind of competencies do HR Professionals need for adding value to the organizational change process caused by a P.E intervention?

Answer:

In the ongoing change in process of P.E Intervention the HR performance should be required to focus on the communication skill employee for ongoing change, is for better sake of organisation and it will bring lots of more opportunities and new financially attractive forms as well.

Question #1 (d)

④

Question No 1 (D)

What kind of concrete HR Practices can be applied to minimize the negative effects on a PE intervention on employee attitude and perception?

Answer

In given situation best practice of HR would be open book management style where there is an environment of sharing information about company strategic planning, contracts, objectives and many related information which makes employees enthusiastic and feel empowered and thus get interested.

Question #2

(5)

Question No 2

write in detail what you have learned during reading different case studies and how did you find those case in relation to your job or experience?

Answer:

case study is study of a particular individual, group or event in detail. It involves documented history of concerning subject. be it science of business field.

I have noticed that there is no made up information for misleading. it is purely based on fact and an going scenario. In case studies dates are based on the findings and observation.

I have come acrossed different case studies regarding HR and I can link it with experience for that it have helped me to findout solution for different problem in an effective way as case study is pointed at specific time of event, It have helped in finding origin of a problem and solution to them in a explanatory way.

Question #3 (a)

⑥

question No 3 (A)

what did you specifically like dislikes about the reading?

Answer:

what I like about this reading was that how the ~~author~~ have emphasize on the sentiments of employee who were not in favor of this PE intervention, as it is very important for any change in organization employees must be feel liked to it or else they feel de-motivated from their work.

what I disliked that author did not explain that why the second chamber in dutch parliament prevent the mistake from stop closing the hospital. As there was no specific reason mentioned and hospital was already in deficit so there was no point of running in further.

Question #3 (b)&(c)

⑦

Question No 3 (B).

what are some research ideas that you have generated based on this readings.

Answer:

A need for employee security.

Involving of employee in decision making.

Active role of HR can affect employee attitudes and perception.

Is the PE intervention last solution for hospitals to be saved from basic ruff:

How can be transparency applied throughout the organization.

⑧

Question No 3 (c)

what does your personal experiences fit with the readings and how they are.

In consistent?

Answer:

As my personal experience about the leading is that if employees are well aware of the process be it any, they feel connected to the organization and work more efficiently as it is the workforce which brings positive changes in environment.

I found this study consistent as every intervention require advance bonuses and involvement of Top management to become active part of intervention.