



IQRA National University Peshawar

Final term Assignment

Title

How Netflix reinvented HR

Course

Cases in HRM

Submitted to

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Q:-1 What did you specifically like or dislike about the readings?

Answer No 1.

I like the article where author focuses on choosing the right employee according to the job description. every employee works at their best level, but due to change in technology and competition in market, each of them has to work as well as possible in accordance with their work explaining the role of HR the author honestly talks about netflix, because it helps build a company. the most important aspect of this article is "talent Management", which is about attracting and retaining the most important employees. This is the key to the company's success.

what I don't like about this article is that, there are no official mention or selection criteria for category "A" players. equally important is the bonus zone, where they have to work with full enthusiasm, as a super goal keeper, they need for that to work with full motivation. weeding out those who are adequate but not up to standard who are have been there in hard time, besides weeding out them giving them the opportunity for further training and development in the company.

Q:-2 What are some research ideas that you have formulated based on the readings and the research questions that left you pondering?

Ans No 2

The research topics that I gathered from this article.

- ⇒ At higher altitudes, deeper research is needed to maintain high standard for HR.
- ⇒ When employees are told about their openness and maturity, transparency influences their work.
- ⇒ There is a special need to control employee behavior, empowering certain problem will not work positively.
- ⇒ The use of talent management must apply to every organization.
- ⇒ employees expectations must be limited, because in some cases obligation will not be fulfilled, which will cause employee depression.
- ⇒ HR must be the area where all employees emotions are guarded. in some cases, employees are sensitive.

Q:-3 How does your personnel experience fit with the readings and how they are inconsistent?

Ans No 3

My experience and knowledge about the contribution of HR to Net flix agree with author, because the role of HR is brought this company to the top of the streaming sight site, when without HR, there was only one company that was ~~be~~ barely known by several people who where the key to success, and Net flix used HR so lovingly that each employee must be fully interested in there work. I think there must be a limit to setting goals for employee expectation, leaders and managers always try to convince their employees to track their futur goals, where they come some kind of gift, such as a promotion or bonus. but then, after the job contest, they did not save them.

Q:-4 What are some research ideas to pursue in the Pakistani context that would allow us to correct the mainstream literature?

Ans No 4

Convincing ideas from Pakistani content are ideas that can help us ~~write~~ with the proper "Perspective" function with the help of "Organization" because Pakistan is a country where there is a lot of good research that focuses on objective research, and not just case studies, it is individuals who give us a deeper understanding of certain topics.

Then the next problem is a research technique that only provides one way to answer, research alone offers solution, but doing it in one way is not enough, in some ~~some~~ cases not only solutions are needed, but also in depth information about certain material. Pakistan must adopt a new way of doing research, and research with intellectual assistance must also be based on opinions, because new opinions and ideas can solve many unknown answers.