## **HRM Case Study 1**

Harsha and Franklin both of them are postgraduates in management under different streams from the same B-School. Both of them are close to each other from the college days itself and the same friendship is continuing in the organization too as they are placed in the same company, Hy-tech technology solutions. Harsha placed in the HR department as employee counsellor and Franklin in the finance department as a key finance executive. As per the grade is concerned both are at the same level but when responsibility is concerned Franklin is holding more responsibility being in core finance.

By nature, Harsha is friendly in nature and ready to help the needy. Franklin is silent in nature ready to help if approached personally and always a bit egoistic in nature. They have successfully completed 4 years in the organization. And management is very much satisfied with both of them as they are equally talented and constant performers.

Harsha felt that now a day's Franklin is not like as he uses to be in the past. She noticed some behavioural changes with him. During general conversations, she feels that Franklin is taunting her that she is famous among the employees in the organization, on the other hand, he is not even recognized by fellow employees.

One morning Mr. Mehta General Manager Hy-tech technology solutions shocked while going through the mail received from Franklin about his resignation. Mr. Mehta called Harsha immediately and discussed the same as she is close to Franklin. By hearing the news Harsha got stunned and said that she does not know this before she also revealed here current experience with him. Mr. Mehta who does not want to lose both of them promised her that he will handle this and he won't allow Franklin to resign.

In the afternoon Mr. Metha took Franklin to Canteen to make him comfortable after some general discussion he starts on the issue. Franklin, after some hesitation, opened his thinking in front of Mr. Mehta. The problem of Franklin is

 when he comes alone to canteen the people from others don't even recognize him but if he accompanied by Harsha he gets well treated by others.

one day Both of them entered the company together the security in the gate wished them but the next day when he came alone the same security did not do so.

Even in meetings held in the office, the points raised by Harsha will get more value so many times he keeps silent in the meeting.

It happens to Franklin that he has to face such degradation in each day of work which totally disturbs him. Franklin also questioned that " Harsha and myself have the same qualification, from the same institute, passed out in the same year both with first class. We have the same number of experiences in this organization. Moreover, the responsibilities with me are more

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Michael Müller-Camen, Richard Croucher, Susan Rosemary Leigh

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An Introduction to Human Resource Management Nick Wilton, 2019-03-30 Reflecting the global nature of the workplace with its use of real world examples and case studies the book goes beyond a prescriptive approach in the practice of strategic HRM and offers a concise introduction that encourages critical reflection The NEW fourth edition includes Discussions on employee engagement the role and benefits of social media and the impact of culture and global mobility The latest surveys and research and recent case studies and examples from a cross section industries and global companies such as Zurich Insurance Uber Adobe Deloitte and Netflix A FREE interactive eBook giving students digital access to all the content as well as author videos case studies web links journal articles and quizzes Lecturers can also access PowerPoint slides teaching videos a testbank and an Instructor's Manual Handbook of Research on E-Transformation and Human Resources Management Technologies: Organizational Outcomes and Challenges Bondarouk, Tanya, Ruel, Huub, Guiderdoni-Jourdain, Karine, Oiry, Ewan, 2009-04-30 Provides practical situated and unique knowledge on innovative e HRM technologies and expands on theoretical conceptualizations of e HRM Case Studies in Human Resources &

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Services' 'modernisation' Under Labour Stephen Bach, Ian Kessler, Geoff White, 2005 This e book carries contributions which address the issue of public service reform under Labour The published papers cover both a broad variety of human resource topics and range of separate public services Topics covered include the impact of performance indicators on HRM practices in the NHS the impact of Government policy on employment relations in the Fire Service the use of 360 degree appraisal systems to improve performance management in the civil service the impact of best value reviews upon HR in local government the outcomes of new partnership relationships between management **Human Resource Management in China** Cherrie Jiuhua Zhu, 2004-03-01 Enhancing our understanding of HRM in the Chinese industrial sector this book explores the emerging role of HRM in China's industrial enterprises A significant contribution to the theory of HRM this book will be essential reading for students and researchers of Business and Management HRM and Asian Business Resource Management Mary Gowan, Beverly J. DeMarr, Jannifer David, 2022-01-15 Formerly published by Chicago Business Press now published by Sage Human Resource Management Managing Employees for Competitive Advantage Fifth Edition offers a strategic framework applicable across large and small organizations to efficiently recognize and empower the right talent in a rapidly evolving business environment Written in an accessible and engaging manner authors Mary Gowan Beverly DeMarr and Jannifer David enable students to learn about the various practices and tools that can be used for effective employee management as well as how to leverage them in different situations This title is accompanied by a complete teaching and learning package Contact your Sage representative to request a demo Learning Platform Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto graded assessments to drive student engagement and ensure accountability Unparalleled in its ease of use and built for dynamic teaching and learning Vantage offers customizable LMS integration and best in class support It s a learning platform you and your students will actually love Assignable Video with Assessment Assignable video available in Sage Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life Watch a sample video now LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don't use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site Learn more Human Resource Management at Work Mick Marchington, Adrian Wilkinson, 2005 This new 3rd edition of the best selling text People Management Development Human Resource Management at Work is the complete text for anyone studying Human Resource Management Combining the latest academic research with practical approaches to managing HR in the workplace the text is thoroughly revised with increased signposting to enhance accessibility a revised structure designed to be more flexible for use on CIPD and non CIPD courses as well as the addition of more international cases Ideal for students studying for the CIPD professional qualification as well as general human resource management modules at undergraduate and postgraduate level A route map at the front of the book will indicate

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