

## 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 used 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 her 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. Mehta 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

- 1) 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.
- 2) 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.
- 3) 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

# Hrm Case Studies With Answers

**George E. Stevens**



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courses The appeal of Stevens is that it presents a set of short and medium length realistic cases and in basket exercises in one inexpensive book Stevens provides current material that applies the theories and research findings in personnel so instructors who like to use supplemental cases do not have to research extra material for class discussion *Introducing Human Resource Management* Margaret Foot, Caroline Hook, 2008 This four volume edition of the Arabic text of the Journey of the Moroccan traveller Ibn Battuta 1304 68 9 with a French translation was published in 1853 8 as part of the Collection d'ouvrages orientaux of the French Soci t  Asiatique In 1325 Ibn Battuta who came from a family of Islamic jurists in Tangier set out to make the pilgrimage to Mecca the beginning of a journey that would last for twenty four years and take him as far as China In Volume 1 he describes his departure from Tangier and his journey via Tunis to Egypt where he travelled to Cairo planning to reach a Red Sea port and sail to Arabia The route was closed so he returned to Cairo and travelled from there to Damascus taking in the holy places of Palestine en route Having finally reached Medina and Mecca he decided to travel on to Najaf in present day Iraq Business Cases in Organisation Behaviour and HRM Gopal P. Mahapatra, 2023-12-09 This book provides perspectives on various dimensions of organizational behavior OB and human resource management HRM in an ever changing world The world has been experiencing disruptions and technological changes at an unprecedented level in the last two decades This book is a collection of handpicked cases and teaching notes on the various critical dimensions of OB such as organization transformation leadership organization culture training and development innovation CSR competencies for enhancing entrepreneurship and women leadership These dimensions have been covered extensively with an emphasis on COVID 19 pandemic in a few cases While academicians can use this book to cover the critical concepts and dimensions of change leadership and innovation they can highlight its relevance for young professionals in their journey of growth and development Through these cases the postgraduate students are likely to benefit enormously from the recent changes in various industries MNCs and Indian organizations operating during changing times Overall this book of OB HRM cases is a great value addition to the management field equally for the teachers practitioners and students It is a valuable supplement to popular OB HRM textbooks **Human Resource Management** John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30 Authoritatively and expertly written the new seventh edition of Bratton and Gold's Human Resource Management builds upon the enduring strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical

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**Human Resource Management in the Project-Oriented Organization** Martina Huemann, Anne Keegan, Rodney Turner, 2018-09-14 Human Resource Management HRM in project oriented organizations is a relatively unexplored topic though it is essential to the success of the organization and its competitive advantage Project oriented organizations operate differently from classic business organizations in that they adopt temporary organizations in the form of projects and programs therefore the HRM approach they adopt should support this unique structure Human Resource Management in the Project Oriented Organization takes a look at the multiple facets of HRM and how HRM should be applied in project oriented organizations It is important for both human resource managers and project managers to adopt specific HRM practices and processes when working in project oriented organizations due to the effect these procedures have on employee perception of the work environment and the employment relationship Through four in depth case studies over a spread of organizations Human Resource Management in the Project Oriented Organization investigates the distinctive characteristics of project oriented organizations that lead to the need for specific HRM practices and considers the implications for organizations projects and individuals Table of ContentsI IntroductionII People in The Project Oriented OrganizationIII Literature SearchIV Research MethodologyV HRM PracticesVI HRM RolesVII Employee Well BeingVIII Conclusions and Recommendations

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Pinnington,2010-12-08 Written by an international team of experts this text provides an integrated research based perspective on the management of people across borders It begins by looking at how international human resource management IHRM has been conceptualized to date strategically comparatively and organizationally addresses expatriate management and employment practices considers current practices and examines the effects of globalization A final section reviews how IHRM is addressing current issues such gender and work life balance regulation of employment and social responsibility sustainability and diversity **Fundamentals of Human Resource Management** Mary Gowan,2023-12-21

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Turner,2024-05-23 *Design Methods and Practices for Research of Project Management* is the most comprehensive guide on how to do research on and in project management Project management as a discipline has experienced near exponential growth in its application across the business and not for profit sectors This second edition of the authoritative reference book offers a substantial update on the first edition with over 60% new content and so provides both practitioner and student researchers with a fully up to date and complete guide to research practice on project management In *Design Methods and Practices for Research of Project Management* Beverly Pasian and Rodney Turner have brought together 26 original chapters from many of the leading international thinkers in project management research The collection looks at each step in the research stages including research strategy management methodology quantitative and qualitative and techniques as well as how to share and publish research findings The chapters offer an international perspective with examples from a wide range of project management applications engineering construction megaprojects high risk environments and social transformation Each chapter includes tips and exercises for the research student as well as a complete set of further references The book is the go to text for practitioners undertaking research in companies and also doctoral and master s students and their supervisors who are involved in research projects in and for universities

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