

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

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**Paul Banfield, Rebecca Kay, Dean
Royles**



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Human Resource Management Michael Müller-Camen, Richard Croucher, Susan Rosemary Leigh, 2008-01-31 Human Resource Management A Case Study Approach is ideal for all HR students with limited real life experience of HR in the workplace Covering all the essential HR topics including recruitment reward performance management employment relations health and safety and equality and diversity this book expertly uses case studies of these activities and issues in the real world to truly show HR in practice Closely structured around the changing role of the HR function Human Resource Management A Case Study Approach provides expert guidance on HR processes and practices in the modern workplace while also looking forward to the role of HR professionals in the future Packed with case studies international examples and global research this is an essential resource for all students of HR from the beginning of their studies right through to graduation and into the workplace Online resources include powerpoint slides and lecture notes for tutors and additional case studies and multiple choice questions for students

Readings and Cases in International Human Resource Management Sebastian B. Reiche, Günter K. Stahl, Mark E. Mendenhall, Gary R. Oddou, 2023-08-15 This new edition of Readings and Cases in International Human Resource Management is a classic edited textbook taking account of recent developments in the international human resources management IHRM field such as the pandemic the role of diversity equity and inclusion as well as climate change It includes a range of key readings that are essential for understanding the field and contextualizes each one with a selection of real life case studies that demonstrate their meaning and impact in practice The book aims to sensitize the reader to the complex human resource issues that exist in the global business environment To that end it strives to publish tried and true readings and cases that provide stimulating and intellectually challenging material and are written in ways that engage both the student and the instructor Key features include New readings and case studies that account for recent changes in the field positioned alongside tried and true material Integration of contemporary themes such as remote working digitization sustainability and social issues throughout the book An expanded introductory chapter new discussion questions and consistent pedagogy throughout Supplemental tutor support material additional cases and teaching notes to enhance instructors abilities to use the readings and cases with their students Bringing together well known contributors and field experts into one encompassing text this textbook is ideal for any class in international human resource management international organizational behaviour or international business This seventh edition is thoroughly updated to enable students to understand the complexity of human resource issues in the post pandemic era of global remote and technology mediated working

Case Study Solutions - Human Resource Development Gr. Capt. H Kaushal, 2010-02 The book provides conceptual inputs and offers several case studies covering the entire gamut of the study of Human Resource Development HRD catering to the requirement of managers and students of business schools A serious attempt has been made to cov

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

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

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

How to Get Best Value from HR

Peter Andrew Reilly,Tony Williams,2003 Annotation This book takes the reader through the decision making process as to whether the shared services option is appropriate for them This is followed by step by step practical guidance on how to set up and run and monitor a shared services operation It finishes by drawing attention to the pitfalls and a checklist of things to do to improve your chances of success

Human 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

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Cases on Critical Practices for Modern and Future Human Resources Management Akella, Devi,Eid, Niveen,Sabella, Anton,2021-03-26 Human resources management HRM has evolved in the last few years as a result of such factors as outsourcing work life balance issues globalization increasing proportion of older workers generational differences etc As such it is imperative to revisit past views and perspectives on methods and practices in HRM in order to ensure that best procedures are being utilized Cases on Critical Practices for Modern and Future Human Resources Management offers teaching cases from the corporate public and educational sectors that present critical reviews of different aspects of HRM its origin role and responsibilities functions and the future of HRM in the context of changing patterns of work society and the world It functions as a resource that will spur future HR personnel to become more ethically conscious managers and citizens Highlighting important topics that include employee wellbeing recruitment and retention this book is ideal for human resources managers organization development consultants small and medium enterprises non profit organizations professionals academicians researchers and students

Human Resources Management: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2012-05-31 Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals But effective human resource management also contains an element of risk management for an organization which as a minimum ensures legislative compliance Human Resources Management Concepts Methodologies Tools and Applications compiles the most sought after case studies architectures frameworks methodologies and research related to human resources management Including over 100 chapters from professional this three volume collection presents an in depth analysis on the fundamental aspects tools and technologies methods and design applications managerial impact social behavioral perspectives critical issues and emerging trends in the field touching on effective and ineffective management practices when it comes to human resources This multi volume work is vital and highly accessible across the hybrid domain of business and management essential for any library collection

Strategic Human Resource Management Mike Millmore,Philip Lewis,2007 A guide to managing human resources strategically this book provides a holistic overview of the strategic HRM territory explaining how key HR topics can be thought about strategically It critically examines strategic practice in ten key HR disciplines and the complexities surrounding their strategic implementation

Managing Health Services Goodwin,

Nick, Gruen, Reinhold, Iles, Valerie, 2005-12-01 Health care systems are highly complex and dynamic. Different systems around the world vary in the way services are managed, yet regardless of these differences, the need for effective managers and managerial leaders is essential in allowing organizations or professionals to achieve specific goals. This book provides an understanding of the concepts of management, managerial leadership, and governance within health care systems. It provides a thorough introduction to and conceptual framework for the analysis of health systems management and goes on to examine fundamental management tasks including Managing income and finances, Managing people, Managing strategy and change, and Managing results.

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FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT Dr. Nakshatresh Kaushik , Fundamentals of Human Resource Management provides a comprehensive overview of essential HR concepts and practices vital for students professionals and HR aspirants This book covers the core functions of human resource management including recruitment training performance appraisal compensation and labor relations With a blend of theoretical insights and practical applications it equips readers with the knowledge to handle real world HR challenges Authored by experienced academicians the text is structured to support both classroom learning and self study The engaging content and clear language make it a valuable resource for understanding how human capital drives organizational success in today s dynamic environment

Human Resource Management Derek Torrington,Laura Hall,Stephen Taylor,2008 This text seeks to help students understand the dynamic and exciting environment of human resources HR management and the complex decisions that all managers must make when managing employees *Armstrong's Handbook of Human Resource Management Practice* Michael Armstrong,2012-05-03 Armstrong s Handbook of Human Resource Management is the classic text for all students and practitioners of HRM Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole it includes in depth coverage of all the key areas essential to the HR function The 12th edition has been radically updated to create a cutting edge textbook which encourages and facilitates effective learning Comprehensive online support material is provided for the instructor student and now also the practitioner providing a complete resource for teaching and self learning The text has been updated to include all the latest developments in HRM and now includes two new sections covering HR skills and toolkits

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

Human Resource Management - Principles and Practice Aquinas P.G.,2009-11 Human Resource Management Principles And Practice Is Designed To Provide A Comprehensive Introduction To The Subject It Is A Student Oriented Textbook As It Satisfies The Requirements Of Students For An Exhaustive Exposure To The Principles And Practice

Cases and Exercises in Human Resource Management George E. Stevens,1996 A supplemental casebook for human resource management courses Cases and Exercises in Human Resource Management has also been used in human resource topics 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 Introduction to Human Resource Management Paul Banfield, Rebecca Kay, Dean Royles, 2018 Using their extensive experience teaching and working in HRM Banfield Kay and Royles succinctly convey the reality of contemporary HRM through expert academic and practical insights Their balanced approach ensures students are able to fully grasp both the theory and practice of HRM paving the way for success in their academic studies and future careers With its engaging writing style this book is the ideal introduction to HRM for students at both undergraduate and postgraduate level Key terms research insights and review questions help students understand the key theoretical concepts and think critically about the issues discussed Mini case studies HRM insights longer end of chapter case studies and practitioner insights from real HR professionals at a variety of organizations present different scenarios and challenges experienced in the world of business This range of learning features ensures students are exposed to both the theoretical foundations and the real life practices of HRM The book takes a holistic approach to the subject presenting HR operations and considerations as an integral part of any business The authors begin by introducing the reader to the challenges and the evolution of the HR function before addressing key operational areas such as talent management ethics leadership recruitment and misconduct They go on to explore how these challenges are managed with an emphasis on practicality

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