**Essentials of HRM**

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Internal Assignment Applicable for April 2025 Examination**

**Q1). Fusion Food Mart is a family-owned Indian supermarket chain, Anil Kumar, its present Chief Executive Officer (CEO), is the grandson of the organisation’s cofounder. The company never planned too much on the HR Plan they did HR planning as and when required Anil’s daughter, Ravina, is the president of the company, appointed you to develop an HR plan for a Fusion Food Mart having branches in major towns in India: What specific external and Internal factors would be important for you to consider.**

**Answer:**

**Introduction:**

A successful HR plan for Fusion Food Mart should balance both external factors (market trends, competition, regulatory changes) and internal factors (company culture, workforce skills, leadership development) to ensure a strong, adaptable, and engaged workforce capable of supporting the company's growth and operational goals. This plan should be flexible and adaptable to evolving business conditions, cultural shifts, and technological advances.

When developing an HR plan for Fusion Food Mart, it is crucial to consider both external and internal factors that can influence the company’s human resources strategy. Here's a detailed look at these factors:

**External Factors:**

**This is partially solved sample answer**

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**Q2). Satya Sai InfoTech is an Information Technology Company in Hyderabad. The five-year-old company now wants to expand its branches to Bangalore, Gurgaon and Mumbai so they realize to create a vibrant human resource department for managing people functions. You have been appointed as their GM - HR. Explain to the company management, what will be the scope of your department in this expansion and justify the need of HR department.**

**Answer:**

**Introduction:**

As the newly appointed General Manager - HR for Satya Sai InfoTech, my role in managing the human resource functions will be crucial for the success of the company's expansion into Bangalore, Gurgaon, and Mumbai. The HR department at Satya Sai InfoTech will be integral to managing the company's expansion and long-term success. By focusing on key functions such as recruitment, talent development, employee engagement, and legal compliance, HR will help create a positive, productive, and sustainable work environment across all locations, ultimately driving the company’s business objectives forward. Below is an explanation of the scope of the HR department in this expansion and the justification for its need:

**Scope of the HR Department:**

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**Q3). Rohit is working as a Sales Executive from past three years in an FMCG company. He is a very hard working and dedicated employee. His performance has also been good consistently but in the absence of good connection with the immediate boss Ashok he never got his fair share of success. In this situation he searched a job and wants to resign. He communicated the same to Ashok who is his reporting Manager. Ashok knows about his hard work and realized the injustice happened with him. Ashok knows it happened in the lack of proper appraisal system and lack of career planning but now he can’t do anything expect to lose an important talent.**

**a) Suggest Ashok in developing an appropriate appraisal system. Why the effective Performance appraisal system required?**

**Answer:**

**Introduction:**

To address the situation and ensure that employees like Rohit are recognized and rewarded fairly, Ashok needs to develop an appropriate and effective performance appraisal system. By adopting these suggestions, Ashok can build a more effective performance appraisal system that benefits both the employees and the company, ensuring that talent like Rohit is recognized, valued, and motivated to stay and grow within the organization.

Here's a step-by-step suggestion on how Ashok can build a system that supports both employee motivation and company growth:

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**b) What is career planning and why it is important? In the absence of incentives does career planning help in retention? Mention all the pros and cons of career planning.**

**Answer:**

**Introduction:**

Career planning is a systematic process through which employees are guided to achieve their professional growth and development within an organization. It involves identifying career goals, assessing skills, competencies, and interests, and then designing a path for achieving those goals with the support of the company. It typically includes offering training, mentorship, promotions, and other opportunities for skill development to ensure employees grow in their careers.

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