**Human Resource Management**

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

**Internal Assignment Applicable for June 2025 Examination**

**Q1. You are an HR manager in a multinational corporation facing challenges in cross-cultural teamwork. Employees struggle with communication barriers and adapting to diverse work environments. To address this, your company has implemented a Global Competence Development Program.**

**Evaluate the effectiveness of such programs in enhancing cultural awareness and adaptability among employees.**

**(10 Marks)**

**Answer:**

**Introduction:**

In today’s globalized world, multinational corporations (MNCs) bring together employees from different cultural backgrounds. While diversity fosters innovation and creativity, it also presents challenges such as communication barriers, differences in work ethics, and misunderstandings due to cultural differences. To address these issues, many organizations implement Global Competence Development Programs (GCDPs) aimed at improving cultural awareness and adaptability among employees.

**This is partially solved sample answer**

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**Q2 (A) A growing tech company is looking to expand its workforce by hiring skilled software developers and engineers. The company wants to use public advertisements and campus recruitment to attract top talent. As an HR manager, propose a comprehensive recruitment strategy using these methods.**

**What are the potential benefits and challenges of this approach?**

**(5 Marks)**

**Answer:**

**Introduction:**

A growing tech company planning to expand its workforce needs a strong recruitment strategy to attract skilled software developers and engineers. Using public advertisements and campus recruitment are effective ways to reach a large pool of talented candidates. Public ads help in targeting experienced professionals, while campus hiring brings in fresh graduates with strong potential. As an HR manager, it is important to design a well-structured approach that maximizes outreach, ensures quality hiring, and minimizes costs. However, both methods come with challenges that need to be addressed to ensure the best results.

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**Q2 (B) A multinational corporation is expanding its operations and requires a highly experienced Chief Operating Officer (COO) to drive its growth strategy. Given the critical nature of this position, the company is considering hiring an executive search firm to identify and recruit the best candidate.**

**Analyze the role of executive search firms in recruiting top-level executives. What are the advantages and disadvantages of using such firms?**

**(5 Marks)**

**Answer:**

**Introduction:**

Hiring a Chief Operating Officer (COO) is a crucial decision for any multinational corporation (MNC) expanding its operations. Finding the right candidate with the necessary experience, leadership skills, and industry knowledge is challenging. To ensure the best hiring outcome, companies often use executive search firms. These firms specialize in identifying, evaluating, and recruiting top-level executives. They offer access to a wide talent pool and use a structured process to match candidates with the company’s needs. However, while executive search firms provide many benefits, they also come with certain drawbacks. This analysis explores their role, advantages, and disadvantages in hiring executives.

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