

HRM CASE STUDY

Point out which changes are occurring in the business that affect HRM.

1. 50% of the experienced employees, who provided a unique historical perspective to the company are retiring in the next three years. This will affect the overall revenue increase expected over the next three years.
2. Change in work style: The owner wants to implement telecommute to the work for 2 days in a week. HRM must evaluate the possibility of adverse results in productivity.
3. The owner has plans to completely close the physical building and let employees work from home. HRM must evaluate ability of employees to communicate and level of motivation in such a virtual organization.
4. The owner has considered to cut off all health benefits completely. HRM has to advise if it's a good idea or not.
5. The owner wants to have her employees work for her on contract basis instead of full-time. HRM has to advise if it's a good idea or not.

What are some considerations the company and HR should be aware of when making changes related to this case study?

1. The employees retiring from an organization is very normal and all companies must have a plan to mitigate the reduction in productivity arising from it. They must plan for new recruitments and company should request support from senior employees to train the new recruits for smooth transition.
2. The change in work style must be implemented gradually. The employees must be consulted about this change and encouraged to share their thoughts. From previous case studies among companies, employees are interested to work in a different environment for two days in a week.
3. The plan to close physical building completely should be considered after looking at results from the above "2 days tele commute style". We would be able to gather and look at more data with this method.
4. Health benefits cancellation would likely lower the motivation of employees. It will create an insecurity for them. Furthermore, HRM must look at local laws and regulations that might state mandatory health benefits to the employees.

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Florida International University



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Recent Studies in Human Resource Management Dr.S.Vimala, Dr.S.Mohan Kumar, Dr.K.Rukmani, Case Studies in Work, Employment and Human Resource Management Tony Dundon,Adrian Wilkinson,2020-02-28 This comprehensive book offers a fascinating set of over 40 evidence based case studies derived from international research on work employment and human resource management HRM **INTERNATIONAL HUMAN RESOURCE MANAGEMENT** Dr. Saroj Kumar,Vikrant Verma,2025-06-20 MBA FOURTH SEMESTER According to the New Syllabus of Dr A P J Abdul Kalam Technical University Lucknow *HRM Perspective* ,1984 *International communication in Russia. A case study* Christine Scheller,2015-10-28 Seminar paper from the year 2008 in the subject Business economics Miscellaneous grade 3 0 FHM University of Applied Sciences course Cross Culture Management language English abstract At first in the introduction there is a description of international communication and why it is important in daily international business In order to understand the theoretic background communication framework and as well cultural framework are signed within different examples Regarding to the cultural dimensions different studies which were made are included In the practical part a special critical interaction shows the risks and problems with intercultural communication in an economic company in Russia Regarding to that recruiting strategies and developing skills belong to it as remarkable contents Than a solution or advancements have being given for a preparation to improve intercultural communication Finally a conclusion with a short summary was also being added

Internationalisation & HRM Practices of Emerging Economies' Multinational Corporations Across Subsidiaries Junaid Javaid,2014-09-23 Project Report from the year 2013 in the subject Business economics Business Management Corporate Governance grade B University of Bedfordshire course MASTER OF BUSINESS ADMINISTRATION language English abstract The current era is very often termed as New Geography of Investments It has also been examined that Developing and Industrialised Economies are listed first in the categories of top five economies from where MNCs come UNCTAD 2004 has classified developed economies into two two groups Newer Industrialised Singapote Taiwan and South Korea which are successful in establishing good track record and sometime also known as outward investors and the second group is of Rapidly Developing Economies China and India The core objective of this report is to discover how MNCs are forming their HRM strategies within the emerging economies and how much they are successful in aligning their HRM practices with their main business strategies and also with operational activities This report will be useful in the identification and the analysis of travel of ideas between MNCs residing in East and West in relation to the their purpose and opportunity in accordance to the Human Resource HR practices and policies cross national transfer The case study on Alpha Services provide some interesting insight about the way in which emerging economies MNC strategizing and managing their operations in different regions It has been understood that Indian MNCs are facing many problems in reorganizing their internationalization strategies Correspondingly the company s corporate coordination and control mechanism are highly

influenced by multiple issues that the company is facing as MNC from the emerging economy The approach of Alpha Services in regard to the adoption of performance indicators from its major US based business solution company and then to make those indicators as an integral part of company s PMS Performance Management System is seems to be a clear indication of adaptive approach implication specifically for the purpose of management of its subsidiaries located in developed markets Similarly the management of Alpha Services does not reflect ethnocentric or exportive approach in managing its subsidiaries in developing markets It has been shown the unlike markets of US and UK the company s managers remain unfamiliar with the Chinese business cultural environment and left this responsibility to the local managers with broad corporate oversight in supervising the company s operation in China In 21st Century Knowledge Economy it has been seemed that industries like creative services are dominating the economic paradigm where the til Fundamentals of Human Resource Management David A. DeCenzo, Stephen P. Robbins, 2007 Written in a clear lively concise and conversational style this book addresses the most critical issues in human resource management HRM The authors achieves a delicate balance between basic HRM functions and the new world of HRM Their new ninth edition focuses on a broad based market helping you build a strong foundation in the essential elements of HRM Relevant HR topics that are making news today are also covered such as work benefits drug testing minimum wages stock options and more Instructors Use this book with WileyPLUS an integrated suite of teaching and learning resources to help your students reach their full potential You and your students will get an online version of this textbook homework management tools interactive presentation resources and more Visit www.wiley.com college.wileyplus or contact your Wiley representative for more information *Proceedings ... Annual Southern Industrial Relations and Human Resource Conference*, 1993 **Personnel Management Abstracts**, 1993 **Human Resource Management** Lawrence S. Kleiman, 2000 Introduces undergraduate MBA and executive MBA level management students to the principles and practices of human resource management focusing on the idea that the effective management of human resources like the effective management of other organizational resources leads to competitive advant HR to the Rescue Edward M. Mone, Manuel London, Ph.D., 2009-11-03 By looking over the shoulders of fourteen forward thinking proactive HR professionals you will gain a lifetime s worth of experience These experts reveal how you can demonstrate your value to your organization by offering human resource solutions to organizational problems Find out how these practicing human resource professionals went beyond their traditional HR roles and actually helped shape the futures of companies such as Thermo King Colgate Palmolive Swiss Bank Corporation Warburg Den Danske Bank Oticon Berlex Laboratories HR to the rescue tells you in complete detail exactly how the fourteen practitioners helped their companies achieve their strategic business objectives You will see how they diagnosed the situations determined what HR could contribute designed new programs and processes to drive and sustain behavior change and worked with organization leaders to ensure the success of their change management efforts These insightful cases provide you with a true to life perspective They illustrate what really happens in

this imperfect world of organizations where things rarely go as planned Learn the lessons these practitioners have to share and then step in both affirmed and refreshed to rescue your business with effective integrated HR solutions People Management ,2003 *Catalog* Florida International University,1977 *Human Resource Management in Mastering Business in Asia Series* Reiji Ohtaki,Hugh Bucknall,2005 Mastering Business in Asia Human Resource Management is a rare and timely book that explores talent management from an Asian angle Written by consultants from one of the world s leading consultancies in human resource management it is aimed at helping Asian managers understand the best practices in human resource management in order to accelerate growth in their own markets It is required reading for any HR professionals and business managers working in Asia *International Recruitment, Selection, and Assessment* Paul Sparrow,2006 This research report looks at the key areas of international recruitment selection and assessment These include international recruitment from overseas countries for employment in the home market resourcing employees for international assignments recruitment for expanding overseas and decentralising responsibility for international recruitment **Chemical Abstracts** ,1925 **Improving the Quality of Human Services Through Results-oriented Human Resource Management** ,2002 This paper reviews critical workforce issues in human services and how HRM strategies could and do address these issues concluding with an agenda for a strategic partnership between human services and human resource management Throughout the paper uses child welfare services as a prime example of how human resource management issues affect human service delivery However most of the points made about child welfare could apply to other frontline services to vulnerable families and children HRM Sinikka Vanhala,Merja Kolehmainen,2006 Human Resource Management Raymond A. Noe,2000 **Cornell University Courses of Study** Cornell University,2001

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