**Human Resource Management**

**Jun 2025 Examination**

**PLEASE NOTE: This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter**

**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)**

**Ans 1.**

**Introduction**

Multinational companies (MNCs) depend on cross-cultural teams to stimulate innovation and success in the globalized corporate climate of today. Cultural variations, however, can cause misunderstandings, poor communication, and conflict that influences team cohesiveness and output. Global Competence Development Programs (GCDPs) targeted at raising cultural understanding, flexibility, and cooperation help companies meet these obstacles. These initiatives help staff members acquire the required abilities to negotiate various work settings, therefore promoting an inclusive culture with a worldwide perspective. Such programs are helpful since they help to develop cross-cultural abilities, improve communication, and boost

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**Q2A. 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)**

**Ans 2A.**

**Introduction**

A rising IT firm needs a strong recruitment strategy to attract top software developers and engineers. With industry demand for talented workers rising, the organisation must use numerous channels to build a talent pipeline. Campus recruiting and public ads are efficient ways to contact prospects. Campus recruiting emphasises young individuals with new ideas and technical knowledge, while public ads reach a wide audience. Strategic planning is needed

**Q2B. 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)**

**Ans 2B.**

**Introduction**

Any global corporation expanding must choose a Chief Operating Officer COO. Given the strategic importance of the role, the company must ensure the chosen candidate has the vision, industry knowledge, and leadership to expand. Executive search businesses have access to a vast pool of senior executives and use sophisticated headhunting tactics to find the best fit for the organization.

**Concept and Application**

**Role of Executive Search Firms in Recruiting Top-Level Executives**

**1. Experience spotting high-calorie candidates**

Deep business expertise and experience in spotting outstanding executive talent gives