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| **SESSION** | **Aug-sep 2023** |
| **PROGRAM** | **MASTERS of Business administration (MBA)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **DHRM403 – TALENT management& Employee retention** |
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**Assignment Set – 1**

**1. Explain the ERP selection criteria and methodology for ERP**

**Ans:**

**(a) ERP Selection Criteria: Business Requirements Assessment:**

**Criteria:** Understand the organization's business processes and requirements thoroughly.

**Methodology:** Conduct interviews, workshops, and surveys to gather input from key stakeholders. Document current processes and identify pain points and improvement areas.

**Scalability and Flexibility:**

**Criteria:** Ensure the ERP system can scale with the organization's growth and adapt to changing business needs.

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**2. Discuss about ERP in Manufacturing and Finance**

**Ans:**Although ERP software is frequently referred to as "financials," ERP and financials are not the same things. ERP's Financials subset of modules is referred to here. Financial functions include modules for accounting hub, financial accounting, sub-ledger accounting, payables and receivables, expense management, revenue management, grants, billing, project management, joint venture accounting, asset management, and collections. Financial functions are business operations associated with the finance department of an organisation.

**3. Interpret on MRP and MRP II to boost a manufacturing company's competitiveness with ERP**

**Ans:MRP and MRP-II to boost a manufacturing company's competitiveness:**

Material Requirements Planning (MRP) & Manufacturing Resource Planning (MRPII):-

**The goal of MRP is to automate three key processes in a manufacturing unit:**

**1. Reduce lead times**

**2. Improve stock levels**

**3. Increase service levels to improve organizational effectiveness**

**Assignment Set – 1**

**4. Discuss upon the ERP in Purchase department.**

**Ans:**

Purchasing module makes it easier to buy the necessary raw materials. Additionally, it automates the purchasing operations. Finding potential suppliers and haggling over prices are processes. Additionally included are the processes for billing and awarding purchase orders to the supplier. Supply chain management software is frequently used in conjunction with the ERP procurement module, which is firmly integrated with the production planning modules and inventory control.

**5. Explain CRM software implementation in ERP.**

**Ans:**The Payne and Frow Five Forces: CRM approach additionally includes phases that assist in customer segmentation based on potential long-term value and offer KPIs for engaging those segments. The procedures involve developing a strategy, creating value, integrating many channels, evaluating performance, and managing information. This model also lists four requirements that must be met for a CRM to be effective. They are:

(a) Implementation of CRM software

(b) CRM change management procedures

**6. Analyse the benefits of Human Resource Management module of ERP in an organization.**

**Ans:**Several components are thought of as pillars for good HRM policy when we talk about HRM.

**These pillars include:**

**Recruitment and selection:**

A primary HR duty is to find candidates and pick the best ones to join the organization and work there. The organization's lifeblood is its people, thus identifying the right candidates is an important endeavour.