**Essentials of HRM**

**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. (10 Marks)**

**Ans 1.**

**Introduction**
Human Resource Planning (HRP) is a critical aspect of organizational success, ensuring that the right people are in the right roles at the right time. Fusion Food Mart, a family-owned Indian supermarket chain with branches across major towns in India, requires a structured HR plan to address its growing operational needs and maintain its competitive edge. Anil Kumar's legacy of ad-hoc HR planning needs transformation under the leadership of Ravina, the company's president. A comprehensive HR plan will enable Fusion Food Mart to align its workforce with its strategic objectives, optimize resources, and adapt to the dynamic market

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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. (10 Marks)**

**Ans 2.**

**Introduction**
The role of a Human Resource (HR) department is pivotal in ensuring organizational growth, particularly in a dynamic and competitive industry like Information Technology (IT). Satya Sai InfoTech, a five-year-old IT company based in Hyderabad, is at a critical juncture as it plans to expand its operations to Bangalore, Gurgaon, and Mumbai. Expansion into these tech-driven cities requires a robust HR framework to manage recruitment, employee engagement, compliance, and training. A vibrant HR department will ensure that the company attracts top

**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? (5 Marks)**

**Ans 3a.**

**Introduction**
An effective performance appraisal system is a critical component of talent management. It ensures that employees' efforts and achievements are recognized, fostering motivation and organizational growth. In the case of Rohit, the absence of a structured appraisal system has led to dissatisfaction and the risk of losing a valuable employee. To retain talent and prevent such issues in the future, Ashok must develop an appraisal system that is transparent, fair, and

**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. (5 Marks)**

**Ans 3b.**

**Introduction**
Career planning is a strategic process that helps employees identify their career goals and develop pathways to achieve them within an organization. It aligns personal aspirations with organizational opportunities, fostering a sense of purpose and direction. In the absence of financial incentives, career planning can still play a crucial role in employee retention by offering growth opportunities, skill development, and long-term job satisfaction. This section