

HRM Case Study 1

Harsha and Franklin both of them are postgraduates in management under different streams from the same B-School. Both of them are close to each other from the college days itself and the same friendship is continuing in the organization too as they are placed in the same company, Hy-tech technology solutions. Harsha placed in the HR department as employee counsellor and Franklin in the finance department as a key finance executive. As per the grade is concerned both are at the same level but when responsibility is concerned Franklin is holding more responsibility being in core finance.

By nature, Harsha is friendly in nature and ready to help the needy. Franklin is silent in nature ready to help if approached personally and always a bit egoistic in nature. They have successfully completed 4 years in the organization. And management is very much satisfied with both of them as they are equally talented and constant performers.

Harsha felt that now a day's Franklin is not like as he used to be in the past. She noticed some behavioural changes with him. During general conversations, she feels that Franklin is taunting her that she is famous among the employees in the organization, on the other hand, he is not even recognized by fellow employees.

One morning Mr. Mehta General Manager Hy-tech technology solutions shocked while going through the mail received from Franklin about his resignation. Mr. Mehta called Harsha immediately and discussed the same as she is close to Franklin. By hearing the news Harsha got stunned and said that she does not know this before she also revealed here current experience with him. Mr. Mehta who does not want to lose both of them promised her that he will handle this and he won't allow Franklin to resign.

In the afternoon Mr. Mehta took Franklin to Canteen to make him comfortable after some general discussion he starts on the issue. Franklin, after some hesitation, opened his thinking in front of Mr. Mehta. The problem of Franklin is

- 1) when he comes alone to canteen the people from others don't even recognize him but if he accompanied by Harsha he gets well treated by others.
- 2) one day Both of them entered the company together the security in the gate wished them but the next day when he came alone the same security did not do so.
- 3) Even in meetings held in the office, the points raised by Harsha will get more value so many times he keeps silent in the meeting.

It happens to Franklin that he has to face such degradation in each day of work which totally disturbs him. Franklin also questioned that " Harsha and myself have the same qualification, from the same institute, passed out in the same year both with first class. We have the same number of experiences in this organization. Moreover, the responsibilities with me are more

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Junaid Javaid



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Management Practices, Solutions and Models for Sustainable Business Shrikaant Kulkarni, Radhakrishna Batule, 2025-11-18 This comprehensive guide explores cutting edge strategies for integrating sustainability into core business operations. It provides actionable insights into eco friendly management practices innovative business models and effective solutions for long term profitability and environmental stewardship. Covering key topics such as circular economy principles sustainable supply chains green technologies and corporate social responsibility this book empowers business leaders entrepreneurs and academics to drive positive change. Perfect for courses in sustainable business and professional development it serves as a vital resource for building resilient future ready organizations.

Exploring the Wonderland of Indian Work Force- 38 Case Studies in HR & OB with Questions and Suggested Answers Asim Bandyopadhyay, 2018-07-02 This book is a compilation of case studies in the area of Human Resources Management and Organizational Behavior HR OB conforming to the standards of this common subject for the course of Master of Business Administration MBA prescribed by the statutory bodies like All India Council of Technical

Education and University Grants Commission The book consists of thirty eight case studies covering almost the entire gamut of the subject The cases use characters with names typically Indian The narration of the cases reflects Indian culture value systems and ethos All the cases are accompanied by a set of about half a dozen questions with the corresponding answers suggested for the guidance of the teacher and student alike The cases are so designed as to explore the relationship of HR OB with all the other areas of management including strategic management

Toward Corporate IT Standardization Management: Frameworks and Solutions van Wessel, Robert,2010-02-28 Given the limitations and uncertainties in the field of IT standardization and standards this book focuses on the effects of IT standardization and IT standards on a company Provided by publisher

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People Management ,2003 *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 Singapore 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 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

Personnel Management Abstracts, 1993 *Industrial Relations Teaching and Research*
Russell D. Lansbury, 1991 [Studies from the Rockefeller Institute for Medical Research](#), 1928 Consists chiefly of reprints from various medical journals

Managing People in Organisations B R Virmani, 2000-07 The challenges of globalisation change and competition require a fresh understanding of the role of human resource management HRM There is now a perceptible shift from the traditional legal and welfare approach towards people management to a more strategic view of the human resource function as a developmental tool for the business organisation as a whole In this insightful book Prof B R Virmani critically analyses current HRM issues and existing HRM models and practices with a view to encouraging enterprises to usher in innovation flexibility competitiveness and professionalism Based on recent primary research and

supported by several case illustrations and examples this book discusses a large number of fundamental issues related to HRM and the employer employee relationship in a strategic framework International Dimensions of Human Resource Management Peter Dowling,Randall S. Schuler,Denice E. Welch,1994 Provides guidance on the management of human resources in a multinational enterprise **Human Resources Management in the 1980s** Stephen J. Carroll,Randall S. Schuler,1983 *The Personnel Administrator* ,1987-12 *Readings in Personnel and Human Resource Management* Randall S. Schuler,Stuart A. Youngblood,Vandra Lee Huber,1988

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