

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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Table of Contents Hrm Case Studies With Solution

1. Understanding the eBook Hrm Case Studies With Solution
 - The Rise of Digital Reading Hrm Case Studies With Solution
 - Advantages of eBooks Over Traditional Books
2. Identifying Hrm Case Studies With Solution
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Hrm Case Studies With Solution
 - User-Friendly Interface
4. Exploring eBook Recommendations from Hrm Case Studies With Solution
 - Personalized Recommendations
 - Hrm Case Studies With Solution User Reviews and Ratings
 - Hrm Case Studies With Solution and Bestseller Lists
5. Accessing Hrm Case Studies With Solution Free and Paid eBooks

- Hrm Case Studies With Solution Public Domain eBooks
 - Hrm Case Studies With Solution eBook Subscription Services
 - Hrm Case Studies With Solution Budget-Friendly Options
6. Navigating Hrm Case Studies With Solution eBook Formats
 - ePub, PDF, MOBI, and More
 - Hrm Case Studies With Solution Compatibility with Devices
 - Hrm Case Studies With Solution Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Hrm Case Studies With Solution
 - Highlighting and Note-Taking Hrm Case Studies With Solution
 - Interactive Elements Hrm Case Studies With Solution
 8. Staying Engaged with Hrm Case Studies With Solution
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Hrm Case Studies With Solution
 9. Balancing eBooks and Physical Books Hrm Case Studies With Solution
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Hrm Case Studies With Solution
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Hrm Case Studies With Solution
 - Setting Reading Goals Hrm Case Studies With Solution
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Hrm Case Studies With Solution
 - Fact-Checking eBook Content of Hrm Case Studies With Solution
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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