

HRM CASE STUDY

Point out which changes are occurring in the business that affect HRM.

1. 50% of the experienced employees, who provided a unique historical perspective to the company are retiring in the next three years. This will affect the overall revenue increase expected over the next three years.
2. Change in work style: The owner wants to implement telecommute to the work for 2 days in a week. HRM must evaluate the possibility of adverse results in productivity.
3. The owner has plans to completely close the physical building and let employees work from home. HRM must evaluate ability of employees to communicate and level of motivation in such a virtual organization.
4. The owner has considered to cut off all health benefits completely. HRM has to advise if it's a good idea or not.
5. The owner wants to have her employees work for her on contract basis instead of full-time. HRM has to advise if it's a good idea or not.

What are some considerations the company and HR should be aware of when making changes related to this case study?

1. The employees retiring from an organization is very normal and all companies must have a plan to mitigate the reduction in productivity arising from it. They must plan for new recruitments and company should request support from senior employees to train the new recruits for smooth transition.
2. The change in work style must be implemented gradually. The employees must be consulted about this change and encouraged to share their thoughts. From previous case studies among companies, employees are interested to work in a different environment for two days in a week.
3. The plan to close physical building completely should be considered after looking at results from the above "2 days tele commute style". We would be able to gather and look at more data with this method.
4. Health benefits cancellation would likely lower the motivation of employees. It will create an insecurity for them. Furthermore, HRM must look at local laws and regulations that might state mandatory health benefits to the employees.

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Cornell University



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Human Resource Management in 21 century Dr. Worakamol Wisetsri ,2022-08-22 **Recent Studies in Human Resource Management** Dr.S.Vimala, Dr.S.Mohan Kumar, Dr.K.Rukmani, *Human Resource Management in Context* Helen Newell,Harry Scarbrough,2017-03-14 A key course text for advanced undergraduates and MBA students of human resource management By using a thematic rather than a techniques based structure this book provides an opportunity to engage with current problems and issues by going beyond the normal emphasis on best practice and techniques and developing an awareness of the wider context Accompanied by a website at <http://www.palgrave.com/business/newell> containing lecturer support materials this text presents the key themes underpinning an understanding of human resource management through the use of detailed research based case studies Also available is a companion website with extra features to accompany the text please take a look by clicking below <http://www.palgrave.com/business/newell/index.asp>

INTERNATIONAL HUMAN RESOURCE MANAGEMENT Dr. Saroj Kumar,Vikrant Verma,2025-06-20 MBA FOURTH SEMESTER According to the New Syllabus of Dr A P J Abdul Kalam Technical University Lucknow **HRM Perspective** ,1984 International communication in Russia. A case study Christine Scheller,2015-10-28 Seminar paper from the year 2008 in the subject Business economics Miscellaneous grade 3 0 FHM University of Applied Sciences course Cross Culture Management language English abstract At first in the introduction there is a description of international communication and why it is important in daily international business In order to understand the theoretic background communication framework and as well cultural framework are signed within different examples Regarding to the cultural dimensions different studies which were made are included In the practical part a special critical interaction shows the risks and problems with intercultural communication in an economic company in Russia Regarding to that recruiting strategies and developing skills belong to it as remarkable contents Than a solution or advancements have being given for a preparation to improve intercultural communication Finally a conclusion with a short summary was also being added International Perspectives and Strategies for Managing an Aging Workforce Ince, Fatma,2022-03-11 Older employees are often seen as an obstacle and not as an opportunity for companies especially regarding the transfer of knowledge and experience Effective development and utilization of older professional and managerial employees is an important issue as most organizations are not prepared to tailor their training methods to the needs and preferences of these employees due to negative stereotypes Managing a rapidly aging workforce and sustaining economic dynamism calls for systematic research to prevent age discrimination due to an incomplete knowledge of older workers and politically challenging policy choices that require strong political commitments robust management leadership and social consensus International Perspectives and Strategies for Managing an Aging Workforce examines the differences in stereotypes of older employees compared to younger employees in companies analyzes the impact of the aging workforce on retention productivity and well being and investigates

organizational systems processes and practices for managing older workers Covering a range of topics such as retention and retirement this reference work is ideal for researchers academicians practitioners business owners managers human resource workers instructors and students

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 **Human Resource Management** Lawrence S. Kleiman, 2000 Introduces undergraduate MBA and executive MBA level management students to the principles and practices of human resource management focusing on the idea that the effective management of human resources like the effective management of other organizational resources leads to competitive advantage

Internationalisation in the Cloud. An explorative case study into the

foreign market expansion of SaaS providers Christina Küppers, 2017-07-17 Master's Thesis from the year 2016 in the subject Business economics Business Management Corporate Governance grade 1.0 Copenhagen Business School Department of Intercultural Communication and Management language English abstract This thesis investigates the internationalisation complexities of cloud technology vendors To enhance the understanding of foreign market expansion of cloud providers this study sought to answer the overarching research questions how do cloud providers internationalise and is available literature to date still relevant for cloud technology vendors The researchers utilised a single case study of NN an expanding Danish cloud SME to provide in-depth insights for the business literature realm which has so far attracted scarce research Literature has focused almost exclusively on SMEs MNCs and born globals but cloud providers were mostly ignored To date little systematic investigations have considered that the dynamics and processes of internationalisation significantly change in a cloud context The most important contribution is a research model encompassing twelve moderator variables impacting the performance of cloud firms Their suggested influence was drawn from a thorough theoretical analysis of contemporary internationalisation literature from the 1950s to the present day Thereby both versions of the Uppsala Model of Internationalisation by Johanson and Vahlne 1977 2009 were selected as suitable to provide structure for the research model namely the process model and the network model Complementing the four categories of the Uppsala Model the research model was enhanced with two additional categories so as to examine cloud vendor internationalisation Using a sample of five employees who are directly responsible for internationalisation activities of the case company NN this thesis offers interesting insights into the complexities of cloud internationalisation The findings illustrate that internationalisation literature to date is still useful for examining internationalisation performance and in particular the network model However since cloud vendors mainly operate virtually this brings forth many advantages and disadvantages which have previously not been considered Theoretical contributions and implications for future research are discussed This thesis provides support for ten out of twelve items and offers various compelling areas for future research

Proceedings ... Annual Southern Industrial Relations and Human Resource Conference, 1993

Fundamentals of Human Resource Management David A. DeCenzo, Stephen P. Robbins, 2007 Written in a clear lively concise and conversational style this book addresses the most critical issues in human resource management HRM The authors achieve a delicate balance between basic HRM functions and the new world of HRM Their new ninth edition focuses on a broad based market helping you build a strong foundation in the essential elements of HRM Relevant HR topics that are making news today are also covered such as work benefits drug testing minimum wages stock options and more Instructors Use this book with WileyPLUS an integrated suite of teaching and learning resources to help your students reach their full potential You and your students will get an online version of this textbook homework management tools interactive presentation resources and more Visit www.wiley.com/college/wileyplus or contact your Wiley representative for more information

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HRM Sinikka Vanhala, Merja Kolehmainen, 2006 **Human Resource Management** Raymond A. Noe, 2000 *Cornell University Courses of Study* Cornell University, 2001

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