

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 advice 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 advice 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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Ashish Malik



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Human Resource Management Michael Müller-Camen, Richard Croucher, Susan Rosemary Leigh, 2008-01-31 Human Resource Management A Case Study Approach is ideal for all HR students with limited real life experience of HR in the workplace Covering all the essential HR topics including recruitment reward performance management employment relations health and safety and equality and diversity this book expertly uses case studies of these activities and issues in the real world to truly show HR in practice Closely structured around the changing role of the HR function Human Resource Management A Case Study Approach provides expert guidance on HR processes and practices in the modern workplace while also looking forward to the role of HR professionals in the future Packed with case studies international examples and global research this is an essential resource for all students of HR from the beginning of their studies right through to graduation and into the workplace Online resources include powerpoint slides and lecture notes for tutors and additional case studies and multiple choice questions for students

AI-Driven Sustainability Joanna Rosak-Szyrocka, Radosław Wolniak, 2025-11-25 AI Driven Sustainability The Future of Human Resources Management is an interdisciplinary publication that demonstrates the artificial intelligence phenomenon or AI in the sustainable shaping of human resources management The role of AI as a support to the existing HR processes and a comprehensive changer of organizational ethical social and environmental values is reviewed by authors By providing readers with the wide scale of explanatory case studies among global business corporations and with a thorough review of law ethical and technological issues in 10 chapters the book suggests a green model of AI implementation in HR dimensions A must read publication for researchers practitioners and leaders who want to make their business part of the conscious future in labor in the environment of digitalization

Cases on Critical Practices for Modern and Future Human Resources Management Akella, Devi, Eid, Niveen, Sabella, Anton, 2021-03-26 Human resources management HRM has evolved in the last few years as a result of such factors as outsourcing work life balance issues globalization increasing proportion of older workers generational differences etc As such it is imperative to revisit past views and perspectives on methods and practices in HRM in order to ensure that best procedures are being utilized Cases on Critical Practices for Modern and Future Human Resources Management offers teaching cases from the corporate public and educational sectors that present critical reviews of different aspects of HRM its origin role and responsibilities functions and the future of HRM in the context of changing patterns of work society and the world It functions as a resource that will spur future HR personnel to become more ethically conscious managers and citizens Highlighting important topics that include employee wellbeing recruitment and retention this book is ideal for human resources managers organization development consultants small and medium enterprises non profit organizations professionals academicians researchers and students

Human Resource Management Jawad Syed, Robin Kramar, 2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition s

success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking

Strategic Human Resource Management and Employment Relations Ashish Malik, 2022-04-23 This textbook takes a theoretically informed and practice based approach to strategic human resource management HRM and employment relations ER The book follows a unique pedagogical design employing problem based learning and participant centred learning approaches both of which the author has extensive experience in implementing with advanced undergraduate HRM and post graduate learners This new edition includes chapters on artificial intelligence AI and HR employee experience and engagement managing HRM during crises and eight new cases In addition this book includes an online instructors manual for instructors

Strategic Human Resource Management Gary Rees, Paul Smith, 2017-05-27 A research focused introductory text written by a stellar contributor line up including Linda Holbeche Stephen Taylor and Jim Stewart The Second Edition integrates an international perspective using examples and case studies from a broad range of regions and industries including Microsoft Volkswagen and Rolls Royce The 2 new chapters on Culture and Globalisation reflect the contemporary workplace and the future of HR based on Linda Holbeche s latest research is included in the final chapter The book is complemented by a companion website featuring a range of tools and resources for lecturers and students including PowerPoint slides Testbank an Instructor s manual access to SAGE Journal articles and author podcasts Suitable for upper undergraduate and Masters level strategic HRM modules or HRM modules that have a strategic angle

International Human Resource Management Mustafa F. Özbilgin, Mustafa Özbilgin, Dimitria Groutsis, William S. Harvey, 2014-03-07 International Human Resource Management offers a contemporary and multilayered introduction to international and comparative human resource management for university study It critically analyses the core issues and emerging trends in the field with a consistent emphasis on real world scenarios and concerns At

the macro level the book examines how IHRM fits within and adapts to the ever changing environment of international relations and global development At the firm level it elucidates the strategic goals served by IHRM and the processes used to achieve them At the individual level the analysis extends beyond the traditional focus on expatriates to encompass the various IHRM actors and their motivations Each chapter features a case study a media article tutorial activities discussion questions and links to further reading The book concludes with three extended case studies each based on a specific region to help students consolidate their understanding

Human Resource Management in China Revisited Malcolm Warner, 2020-10-28 This edited volume first considers the economic background of the recent changes in HRM in the People's Republic of China from 1978 to the present day exploring the change from a command economy to a more market led one It then goes on to look at the demise of so called iron rice bowl policy once dominated by a Soviet inspired Personnel Management model to one now characterized by possibly Japanese as well as Western influenced HRM albeit with what are widely described as Chinese characteristics Finally it concludes with a comparative analysis of the contributions in the book on China vis a vis an appraisal of these with the national HRM systems of Japan and South Korea This volume was previously published as a special issue of the International Journal of Human Resource Management

Human Resource Management Jean Phillips, 2021-01-15 Formerly published by Chicago Business Press now published by Sage Human Resource Management An Applied Approach prepares future HRM professionals to effectively utilize strategies and tools to advance their careers and support the growth and development of those they manage Author Jean Phillips adopts an engage by example method encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning The Third Edition features new end of chapter exercises company examples throughout the book and a new section called Using This Knowledge at the end of each chapter providing additional support for knowledge application Through case studies videos and exercises students will develop their personal skills and gain practical experience in applying various HR concepts enabling them to become better managers and more effective leaders This title is accompanied by a complete teaching and learning package Contact your Sage representative to request a demo Learning Platform Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto graded assessments to drive student engagement and ensure accountability Unparalleled in its ease of use and built for dynamic teaching and learning Vantage offers customizable LMS integration and best in class support It's a learning platform you and your students will actually love Assignable Video with Assessment Assignable video available in Sage Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life Watch a sample video now LMS Cartridge Import this title's instructor resources into your school's learning management system LMS and save time Don't use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site Learn more

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Perspectives Machado, Carolina, Melo, Pedro, 2013-11-30 This book addresses the issues of HRM in SMEs by providing a channel of communication to disseminate knowledge including management philosophies culture and management practices Provided by publisher *Human Resource Management* Alan Nankervis, Marian Baird, Dr Jane Coffey, John Shields, 2019-08-29 Now in its 10th edition AHRI endorsed Human Resource Management Strategy and Practice provides a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are incorporated throughout alongside expanded coverage on the future of work and emerging HRM issues Thoroughly revised and updated with the latest research findings this edition adopts a lateral approach to illustrating the evolving HRM landscape and promoting employability Now available on the MindTap platform Human Resource Management Strategy and Practice provides an optional online learning experience with interactive skills based activities as well as new opportunities for student engagement and revision Premium online teaching and learning tools are available on the MindTap platform Learn more about the online tools cengage.com/au/mindtap **International HRM**, Essentials of International Human Resource Management Lazarova, Mila, Thomas, David C., Farndale, Elaine, 2021-09-09 The revised and fully updated second edition of this textbook illustrates the multi layered knowledge accumulated in the field of international human resource management developing understanding of the strategic management of people in organizations in a global context It integrates comparative approaches to human resource management extending beyond traditional coverage of the field to provide a broader overview of contemporary cultural institutional and organizational challenges **Handbook of Research in International Human Resource Management** Michael M. Harris, 2008 Handbook of Research in International Human Resource Management provides a sophisticated in depth examination of research in international human resource management *Human Resource Management in Context* David Farnham, 2015-02-13 HR functions within both internal and external contexts The understanding of both contexts is crucial for comprehending how and why they drive HR strategies and practices in organizations as well as the rules and structures within which they work Built around five major themes which impact upon the HR function and mapping to the CIPD Level 7 Advanced module of the same name Human Resource Management in Context enables students to understand the complex and changing organizational context in which HR operates today by providing a comprehensive breakdown of the concepts theories and issues from globalization and government policy to demographic social and technological trends This fully updated 4th edition of Human Resource Management in Context includes a range of pedagogical features balancing theory with practical analysis to form an engaging insight into the strategic side of HR It includes enhanced emphasis on the impact of the external environment on the HR profession a discussion of the impact of technology and social media increased coverage of ethics and CSR and links to the HR Profession Map Online supporting resources for lecturers

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EduGorilla Prep Experts, *Managing People and Organizations in Changing Contexts* Graeme Martin, 2016-03-31

Managing People and Organizations in Changing Contexts addresses the contemporary problems faced by managers in dealing with people organizations and change in a theoretically informed and practical way. This textbook approaches people management from the perspective of practising and aspiring managers making it a valuable alternative to existing texts on organizational behaviour and human resource management. This new edition considers new emerging organizational forms such as e-lancing and recent management concerns such as employee engagement, de-professionalization and the growing challenges of social media. Built around a chapter framework that connects different themes to managerial action and practices, this textbook covers a wide range of topics including managing at the individual, group and organizational levels, change management, managing creativity and innovation and corporate governance and corporate social responsibility. There is an increased international flavour reflected in the range of contemporary case studies and literature used throughout which explore business and management problems in the private and public sectors. This text will be relevant to practising and aspiring managers studying people management, organizational behaviour and change management. **Coping**

Systems for Employee Turnover Sebastian Reiche, 2003-02-03 Inhaltsangabe Abstract As business activities become increasingly global and cross nationally intertwined, human resource management is no longer defined by national boundaries. In particular, multinational corporations (MNCs) face the challenge of managing their globally dispersed work force effectively. Yet the field of international human resource management (IHRM) remains an understudied domain lacking substantial empirical and conceptual research. Also, a prevailing focus on quantitative data suggests a need for deeper qualitative investigations which allow a more profound assessment of the context in which IHRM unfolds. By addressing IHRM at MNCs, the current empirical work contributes additional scientific insights into this domain. In this respect, the author has selected an approach of inductive comparative case study research, mainly based on qualitative data that enables the generation of theory through an iterative data-driven process. This method has been applied to investigate IHRM because it is particularly fruitful when examining new and narrowly developed scientific fields as well as considering contextual conditions. Thus, a multiple case study was conducted through exploratory and semi-structured interviews with managerial employees at six western MNCs which maintain their regional headquarters for South East Asia in Singapore. The initial guiding objective was to provide a more thorough understanding of the forces that influence IHRM. Due to the exploratory nature of the research set up, this broad focus has narrowed during the conduct of the study and the subsequent data analysis. Based on the interviews, employee turnover emerged as a key concern for international organizations operating in Singapore.

Although a tight local labour market has led to the effect that job turnover is a widespread phenomenon there is a lack of research addressing this issue and the resulting implications for foreign MNCs The present study s focus on employee turnover also takes into account the growing importance of local staff for MNCs Indeed by acknowledging the critical role that local nationals play at the host country level it will be increasingly imperative for international organizations to establish effective retention strategies Despite this obvious significance the field of managing employee turnover also remains considerably underdeveloped Building on the results of the conducted multiple case study the purpose of International Human Resource Management B. Sebastian Reiche, Anne-Wil Harzing, Helene Tenzer, 2018-10-27 Used by over 25 000 students across 130 countries this bestselling text written by leading international experts in each topic retains its critical edge academic rigour and breadth of coverage in the new fifth edition The new edition reflects the contemporary debates and emerging issues in the field of IHRM supplementing classic theories and models with recent research and international developments Divided into three parts the first section looks at the ways of thinking about IHRM theory and practice the second section deals with multinational companies and how they manage their workforce around the world the final section looks at both traditional and newer approaches to IHRM policies and practices A selection of up to date examples from across the globe are used to support the text including Uber s regulatory challenges across Europe the gig economy employment rights after Brexit health insurance for part timers in the US and EU attracting and retaining millennials the world s happiest and unhappiest countries and CSR in Hong Kong The book is complemented by free online resources for lecturers and students including PowerPoint slides additional case studies SAGE video clips with critical thinking questions free SAGE journal articles for every chapter annotated useful weblinks and suggested answers to self assessment questions Suitable reading for upper undergraduate and masters level students on IHRM modules

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