

# **HUMAN RESOURCE MANAGEMENT CASE STUDY**

## **Introduction**

Human resource management (HRM) involves managing people within an organization using policies, practices, and systems. Effective HRM enables organizations to achieve their goals by attracting, developing, and maintaining a talented and engaged workforce. Key areas of knowledge in human resource management include:

- Recruitment and Selection
- Training and Development
- Compensation and Benefits
- Performance Management
- Employee Relations
- Safety and Labor Relations

This case study will summarize and identify issues in each of these key HRM areas. The case study is based on a fictional mid-sized technology company called TechCo based in San Francisco, CA.

## **Recruitment and Selection**

Recruitment refers to the process of identifying, attracting, and screening potential employees to fill job vacancies. Selection involves assessing and hiring candidates who are the best fit for open positions.

Key issues in recruitment and selection at TechCo include:

- Difficulty attracting software developers due to competitive labor market
- High turnover among customer support representatives
- Lack of diversity among leadership and technical roles
- Ineffective or biased selection practices lowering quality of hires

TechCo needs to focus on building its talent brand, expanding recruitment channels, using standardized and objective selection tools, and prioritizing diversity to hire the best talent.

# Human Resource Management Case Study Situation Solution

**Dr. Saroj Kumar, Vikrant Verma**



## **Human Resource Management Case Study Situation Solution:**

*Human Resource Management* Jean Phillips, 2018-01-15 Formerly published by Chicago Business Press now published by Sage Using a combination of knowledge acquisition and personal development Human Resource Management An Applied Approach is designed to prepare future HRM managers to effectively utilize HRM strategies to not only advance their own careers but also support the growth and development of those they manage Author Jean Phillips adopts an engaging approach encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning

**Human Resource Management: Exploring the HR Concepts** Dr.B.Revathy, *Recent Studies in Human Resource Management* Dr.S.Vimala, Dr.S.Mohan Kumar, Dr.K.Rukmani, *Human Resource Management* Lloyd L.

Byars, Leslie W. Rue, 2000 This work emphasizes the practical aspects of human resource management HRM through examples placed throughout the text It features new or expanded coverage of the impact of current HRM issues HRM in

Action boxes include special topics and company examples **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 *Development of Human Resource* Mr. Rohit Manglik, 2024-03-02 EduGorilla Publication is a trusted name in the

education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet

the needs of students across various streams and levels **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 **Human Resource Management** Pravin Durai, 2010 **Big Picture Pedagogy: Finding Interdisciplinary Solutions to Common Learning Problems** Regan A. R. Gurung, David J. Voelker, 2017-10-02 Take a big

picture look at teaching and learning Building on existing pedagogical research this volume showcases the scholarship of teaching and learning SoTL across the disciplines and takes it in a new direction In each chapter interdisciplinary teams of authors address a single pedagogical question bringing each of their home disciplines specific literature and methodologies

to the table The result is a fresh examination of evidence based practices for teaching and learning in higher education that is intentionally inclusive of faculty from different disciplines By taking a closer more systematic look at the pedagogies used within the disciplines and their impacts on student learning the authors herein move away from more generic teaching tips and generic classroom activities and toward values knowledge and manner of thinking within SoTL itself The projects discussed in each chapter furthermore will provide models for further research via interdisciplinary collaboration This is the 151st volume of this Jossey Bass higher education series It offers a comprehensive range of ideas and techniques for improving college teaching based on the experience of seasoned instructors and the latest findings of educational and psychological researchers

Human Resources Management and Development H. C. Sainy,1998 With special reference to India

**Human Resources Management** P. D. Gerber,Piet S. Nel,1987

Cases in Management, Organizational Behavior and Human Resource Management Randall S. Schuler,Paul F. Buller,1996 This comprehensive casebook includes broad coverage of different organizations and industries as well as broad coverage of topics in management organizational behavior and human resource management It features an updated case list with new cases on ethics diversity self managed teams TQM and international situations in addition to an added focus on small businesses

**Case Study Solutions - Human Resource Development** Gr. Capt. H Kaushal,2010-02 The book provides conceptual inputs and offers several case studies covering the entire gamut of the study of Human Resource Development HRD catering to the requirement of managers and students of business schools A serious attempt has been made to cov

*Human Resources Management*,1994

**Human Resource Management** Derek Torrington,Laura Hall,Stephen Taylor,2002 This text provides a comprehensive practical description and discussion of the functions of personnel management supported by extensive illustrative material and evidence from current practice

**Business and Company Resource Center** Neil Thomson,2004-11 Put a complete business library at your fingertips with The Business Company Resource Center The BCRC is a premier online business research tool that allows you to seamlessly search thousands of periodicals journals references financial information industry reports company histories and much more

**Human Resources Management in Real Estate** John T. Bonner (Jr.),1990

*National Guide to Educational Credit for Training Programs 2004-2005* Jo Ann Robinson,Troy Polite,Nancy Musick,2004 For more than 25 years this guide has been the trusted source of information on thousands of educational courses offered by business labor unions schools training suppliers professional and voluntary associations and government agencies These courses provide academic credit to students for learning acquired at such organizations as AT T Citigroup Delta Air Lines General Motors University NETg and Walt Disney World Resort Each entry in the comprehensive INational Guide R provides L L DBL Course title L DBL Location of all sites where the course is offered L DBL Length in hours days or weeks L DBL Period during which the credit recommendation applies L DBL Purpose for which the credit was designed L DBL Learning outcomes L DBL Teaching methods materials and major subject areas covered L

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*Malaysia, International Trade and Industry Report* ,2009      Human Resource Management John B. Miner,Donald P. Crane,1995 A detailed overview of human resource management from a strategic perspective is provided in this text To illustrate this approach a human resource management model is tied to the strategic planning process and then this model is utilized throughout the book to explain how subjects interrelate By introducing key definitions concepts and background in the beginning of the text students have a foundation for understanding the later discussions on strategic management strategic planning portfolio planning and strategy human resource linkages Also emphasized is human resource issues outside of the human resource departments Subsequent chapters review the relationships among various human resource management activities the organization s strategies and the company s external influences including labour force characteristics governmental regulations labour unions and cultural variations This text also evaluates how to align corporate strategy and human resource practice by considering various approaches to cost benefit analysis and the costing of human research activities

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