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**College of Administrative and Financial Sciences**

**Assignment 1**

**Human Resource Management (MGT211)**

**Deadline: 17/10/2020 @ 23:59**

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| --- | --- |
| Course Name: **Human Resource Management** | Student’s Name: |
| Course Code:**MGT211** | Student’s ID Number: |
| Semester: 1st | CRN: |
| Academic Year:2020-21, 1st Term | |

**For Instructor’s Use only**

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| --- | --- |
| Instructor’s Name: | |
| Students’ Grade:  Marks Obtained/Out of 5 | Level of Marks: High/Middle/Low |

**Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted in (**WORD format only**).
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented, marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* Late submission will NOT be accepted.
* Avoid plagiarism, the work should be in your own words, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* Submissions without this cover page will NOT be accepted.

***Assignment Workload:***

* This Assignment comprise of a short **Case.**
* Assignment is to be submitted by each student individually.

***Assignment Purposes/Learning Outcomes:***

After completion of **Assignment-1** students will able to understand the

1. Demonstrate overall Human Resource concepts, goals and strategies within the context of organizations goals and strategies (Lo 1.1).
2. Explain the Differentiation between the major functions of HR and describe their interdependency (Lo 1.2).

***Assignment-1***

* Please read the Managing People “Marriott: HR Practices….” Page no. 64 of Chapter 1, “Human Resource Management: Gaining a competitive advantage” available in your textbook Human Resource Management: Gaining A Competitive Advantage-Noe, Hollenbeck, Gerhart, Wright,11e., and answer the following questions:

**Assignment Question(s): (Marks 5)**

1. Which HR Practices do you believe are the most critical for the Marriott to maintain and grow its competitive advantage? Explain why?
2. Would Marriott have been successful without its current HR Practices? Explain.
3. Can companies in other industries such as health care, manufacturing, or research and development adopt Marriott’s value and practices and have similar success? Explain why or why not.
4. What other types of HR Practices should Marriott consider adopting that would appeal to its growing number of Millennial Employees?

**Answers:**

1.

2.

3.

4.