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**College of Administrative and Financial Sciences**

**Assignment Three**

**Human Resource Management (MGT211)**

**Deadline: 17/04/2021 @ 23:59**

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| Course Name: **Human Resource Management** | Student’s Name: |
| Course Code:**MGT211** | Student’s ID Number: |
| Semester: 2nd | CRN: |
| Academic Year:2020-2021 | |

**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 on Blackboard (**WORD format only**) via allocated folder.
* 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 Three** students will able to understand the following LOs:

L.O. 4: Deliver and communicate HR policies messages in coherent and professional manner.

L.O. 5: Carry out objective and scientific analysis of employees’ performance management.

***Assignment Three***

**Read the case given below and answer the questions:**

*Halima, the owner and manager of a company with ten employees, has hired you to take over the HRM function so she can focus on other areas of her business. During your first two weeks, you find out that the company has been greatly affected by the up economy and is expected to experience overall revenue growth by 10 percent over the next three years, with some quarters seeing growth as high as 30 percent. However, five of the ten workers are expected to retire within three years. These workers have been with the organization since the beginning and provide a unique historical perspective of the company. The other five workers are of diverse ages.*

*In addition to these changes, Halima believes they may be able to save costs by allowing employees to telecommute one to two days per week. She has some concerns about productivity if she allows employees to work from home. Despite these concerns, Halima has even considered closing down the physical office and making her company a virtual organization, but she wonders how such a major change will affect the ability to communicate and worker motivation.*

*Halima shares with you her thoughts about the costs of health care on the organization. She has considered cutting benefits entirely and having her employees work for her on a contract basis, instead of being full-time employees. She isn’t sure if this would be a good choice.*

*Halima schedules a meeting with you to discuss some of her thoughts. To prepare for the meeting, you perform research so you can impress your new boss with recommendations on the challenges presented.*

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

1. Point out which changes are occurring in the business that affect HRM.(1.5)
2. What are some considerations the company and HR should be aware of when making changes related to this case study?(1.5)
3. What would the initial steps be to start planning for these changes?(1)
4. What would your role be in implementing these changes? What would Halima’s role be?(1)

**Answers:**

1.

2.

3.

4.

5.