

MMPH – 003

**Master of Business Administration (MBA)/ Master of Business Administration
(Online) MBA(OL) / / Master of Business Administration(Human Resource
Management) (MBAHM)/ Post Graduate Diploma in Human Resource
Management (PGDIHRM)**

ASSIGNMENT

For

July 2024 and January 2025 Sessions

MMPH – 003: Human Resource Planning

**(Last date of submission for July 2024 session is 31st October 2024
and for January 2025 session is 30th April, 2025)**



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
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ASSIGNMENT

Course Code	:	MMPH – 003
Course Title	:	Human Resource Planning
Assignment Code	:	MMPH – 003/TMA/ JULY/2024
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2024 session is 31st October, 2024 and for January 2025 session is 30th April 2025.

Assignment Brief:

Case Study Analysis and Application of HRP Theories in Wipro Limited

Read the following case study carefully:

Wipro Limited: Strategic Human Resource Planning in a Global IT Services Company

Wipro Limited, a leading global information technology, consulting, and business process services company, is headquartered in Bangalore, India. With a workforce exceeding 180,000 employees, Wipro faces significant HR planning challenges such as managing a large and diverse workforce, aligning HR strategy with business goals, addressing skill gaps, and forecasting future HR needs in a rapidly evolving industry. The HR team at Wipro, led by Chief Human Resources Officer, has implemented several strategic HR planning initiatives to ensure the company's workforce is equipped to meet future demands:

- Conducting workforce analytics to predict future HR needs.
- Implementing reskilling and upskilling programs.
- Developing leadership succession plans.
- Enhancing diversity and inclusion efforts.

Questions:

a. Workforce Analysis and Forecasting:

- i. Evaluate the current workforce analysis and forecasting methods used by Wipro. How effective are these methods in predicting future HR needs?

- ii. Propose improvements to Wipro's workforce analysis and forecasting processes. Include specific tools and techniques that could enhance accuracy and effectiveness.

b. Reskilling and Upskilling:

- i. Assess the existing reskilling and upskilling programs at Wipro. How well do these programs address skill gaps and prepare employees for future roles?
- ii. Design a new reskilling and upskilling strategy that aligns with Wipro's business goals. Explain the types of programs, delivery methods, and how you would measure their effectiveness.

c. Leadership Succession Planning:

- i. Analyze Wipro's leadership succession planning process. How does the company identify and develop future leaders?
- ii. Recommend enhancements to the leadership succession planning strategy. Discuss how these changes can ensure a robust leadership pipeline and organizational continuity.

d. Diversity and Inclusion:

- i. Identify the key diversity and inclusion initiatives at Wipro. How do these initiatives impact workforce planning and overall company performance?
- ii. Suggest strategies to strengthen Wipro's diversity and inclusion efforts. Consider aspects such as recruitment, retention, and creating an inclusive work environment.

Application of HRP Theories:

- i. Select two HRP theories and explain how they can be applied to address the HR planning challenges at Wipro.
- ii. Discuss how these theories can help in developing effective HR planning strategies and practices for the company.

Conclusion:

- Summarize the key findings from your analysis.
- Provide actionable recommendations for Wipro to enhance its HR planning practices and support its growth.

Format:

- Your analysis should be 3,000 to 4,000 words in length.
- Use headings and subheadings to organize your content.

Evaluation Criteria:

- i. Demonstration of understanding of HRP concepts and practices.
- ii. Application of theories to the company’s context.
- iii. Quality and depth of analysis.
- iv. Clarity of communication and organization of content.

Note: You are encouraged to use additional resources and real-world examples to support your analysis. Critical thinking and originality will be highly valued in your responses.

Grading Rubric:

Criterion	(A)	(B)	(C)	(D)	(E)
Understanding of HRP Concepts	Demonstrates thorough understanding with clear, detailed examples from the case study.	Demonstrates good understanding with relevant examples.	Demonstrates basic understanding with some examples.	Shows limited understanding with few or no examples.	Lacks understanding and does not provide relevant examples.
Application of HRP Theories	Skillfully applies theories to case study with deep insight and relevance.	Applies theories well with good relevance.	Applies theories with some relevance.	Limited application of theories with minimal relevance.	Fails to apply theories or does so inaccurately.
Analysis of Company Practices	Provides insightful and well-supported analysis of company practices with strong evidence.	Provides a well-supported analysis with good evidence.	Provides a basic analysis with some supporting evidence.	Provides a weak analysis with little supporting evidence.	Fails to analyze or provides an inaccurate analysis.
Recommendations for Improvement	Proposes highly effective and relevant recommendations with clear, relevant application to the company.	Proposes effective recommendations with good application.	Proposes recommendations with some relevance and application.	Proposes recommendations with limited relevance and application.	Fails to propose appropriate recommendations or does so inaccurately.
Communication and Organization	Exceptionally clear, well-organized, and engaging writing with no errors.	Clear and well-organized writing with minimal errors.	Satisfactory writing with some organization and few errors.	Poorly organized writing with several errors.	Unclear and disorganized writing with many errors.