**Master of Business Administration (MBA)/ Master of Business Administration (Online) MBA(OL) /  Master of Business Administration (Banking and Finance) (MBF)/ Master of Business Administration(Financial Management) (MBAFM)/ )/ Master of Business Administration(Human Resource Management) (MBAHM)/ Master of Business Administration(Marketing Management) (MBAMM)/ Master of Business Administration(Operations Management) (MBAOM) /Post Graduate Diploma in Human Resource Management (PGDIHRM)**

## ASSIGNMENT
For
**July 2024 and January 2025 Sessions**

## MMPC – 002: Human Resource Management

**(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**
**MAIDAN GARHI, NEW DELHI – 110 068**

# ASSIGNMENT

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| **Course Code** | : | **MMPC – 002** |
| **Course Title** | : | **Human Resource Management** |
| **Assignment Code** | : | **MMPC – 002/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.**

## Read the following case study carefully.

### Infosys: Pioneering HR Practices in the IT Industry

Infosys is one of India's largest IT services companies, renowned globally for its innovative solutions and strong corporate governance. The company has grown significantly over the years, both in size and global presence. Despite its success, Infosys faces several HR challenges, such as managing a diverse workforce, retaining top talent, fostering employee engagement, and adapting to rapid technological changes. The HR department, led by Chief HR Officer, has implemented various strategic initiatives to address these challenges, including:

- Developing robust training and development programs.
- Implementing employee wellness and engagement initiatives.
- Fostering an inclusive and diverse workplace.
- Enhancing performance management systems.
- Embracing digital HR transformation.

### Questions:

a. **Recruitment and Selection:**

1. Analyze the current recruitment and selection processes at Infosys. What are the strengths and weaknesses of these processes?
2. Propose a comprehensive recruitment and selection strategy that could help Infosys attract and retain top talent. Include specific methods, tools, and practices that should be used.

b. **Employee Training and Development:**

3. Evaluate the existing training and development programs at Infosys. How effective are these programs in enhancing employee skills and performance?
4. Design a new training and development plan tailored to the needs of Infosys. Explain the types of training programs, delivery methods, and how you would measure their effectiveness.

c. **Performance Management:**

5. Describe the current performance management system at Infosys. What are its key components, and how well does it align with the company's goals?
6. Recommend improvements to the performance management system. Discuss how these changes can improve employee motivation, productivity, and overall performance.

d. **Employee Engagement and Retention:**

7. Identify the main factors contributing to employee engagement and retention at Infosys. How do these factors impact the company's performance and culture?
8. Propose strategies to enhance employee engagement and retention. Consider aspects such as workplace culture, employee recognition, career development opportunities, and work-life balance.

## Format:

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

## Evaluation Criteria:

- o Demonstration of understanding of HRM concepts and practices.
- o Application of theories to the company's context.
- o Quality and depth of analysis.
- o 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 HRM 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 HR Theories | Skillfully applies theories to the company 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 HR Practices | Provides insightful and well-supported analysis of HR 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. |