

NMIMS Centre for Distance and Online Education (NCDOE)

Course: Manpower Planning, Recruitment and Selection

Internal Assignment Applicable for Jun 2026 Examination

Assignment Marks: 30

Instructions

- *All Questions carry equal marks*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed*
- *Students should follow the following parameter for answering the assignment questions*

For Theoretical Answer	
Assessment Parameter	Weightage
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

For Numerical Answer	
Assessment Parameter	Weightage
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

PLEASE NOTE: This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter

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Q1 A mid-sized technology company is preparing to launch an innovative product line within the next six months. The HR department has identified that several new roles requiring specialized skills will need to be filled quickly. However, the company has previously struggled with both overstaffing and understaffing during periods of rapid change, leading to increased costs and operational inefficiencies. The HR manager is tasked with ensuring that the right number of qualified employees are recruited and placed in time for the launch, while also maintaining optimal workforce levels across departments. Based on the scenario, how should the HR manager apply the principles of manpower planning to address the challenge of a sudden increase in demand for skilled employees due to a new product launch, ensuring the right number of qualified staff are available without causing overstaffing or understaffing?

(10 Marks)

Q2 United Bank of India faced a significant challenge as a large number of its senior managers were approaching retirement. To address this, UBI collaborated with a business school to develop a manpower plan that included hiring new staff from campuses and promoting existing employees to senior positions. This dual approach aimed to maintain business growth and preserve organizational knowledge. However, some stakeholders question whether this strategy sufficiently addresses the bank's long-term needs and cultural integration. Evaluate the decision-making process at United Bank of India (UBI) regarding its manpower planning strategy, which involved both campus recruitment and internal promotions to address impending retirements. Critique the balance between hiring externally and promoting internally, and assess how this approach may impact organizational culture, knowledge transfer, and business continuity. What recommendations would you make to optimize this strategy?

(10 Marks)

Q3 (A) FinServe Ltd., a large financial services organisation, is undergoing a major digital transformation. Many employees possess valuable institutional knowledge but lack the latest digital skills. However, concerns have been raised about fairness and

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transparency in the placement and promotion processes. Devise a strategic placement and internal mobility model for a large financial services organisation aiming to optimise the use of its existing human resources.

(5 Marks)

Q3 (B) RetailGiant Ltd., a nationwide retail chain, is facing challenges in employee motivation and retention. Many employees feel stuck in repetitive roles, leading to decreased job satisfaction and productivity. How would you address issues of monotony, skill development, and fair promotion practices?

(5 Marks)
