

**College of Administrative and Financial Sciences**

**Assignment 2**

**Human Resource Management (MGT211)**

**Deadline:14 /11/2020 @ 23:59**

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|  | Course Name: **Human Resource** | |  | Student’s Name: | |  |
|  | **Management** |  |  |  |
|  |  |  |  |  |  |
|  | Course Code:**MGT211** |  |  | Student’s ID Number: | |  |
|  |  |  |  |  |  |  |
|  | Semester: 1st |  |  | CRN: | |  |
|  |  |  |  |  |  |  |
|  |  | Academic Year:2020-21, 1st Term | | | |  |
|  |  |  |  |  |  |  |
| **For Instructor’s Use only** | |  |  |  |  |  |
|  | |  |  |  |  |  |
| Instructor’s Name: | |  |  |  |  |  |
|  | |  |  | |  |  |
| Students’ Grade: | |  | Level of Marks: High/Middle/Low | |  |  |
| Marks Obtained/Out of 5 | |  |  |  |  |  |

**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 beconsidered 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-2** students will able to understand the

Lo 1.1-Demonstrate overall Human Resource concepts, goals and strategies within the context of organizations goals and strategies.

Lo 1.6 & 1.7-Demonstrate a thorough understanding of an HR Strategic planning which includes Effective job analysis, Recruitment and selection strategies.

***Assignment-2***

* Please read the Case “For Personal Financial advisors, A Small Staffing Plan with a Big Impact” at the end of Chapter 5 (page 224), “Human Resource Planning and Recruitment” 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. Is a company ever too small to need to engage in human resource planning? Why or why not? Discuss whether you think Robert Reed planned his hiring strategy at an appropriate time in the firm’s growth.(Marks: 1.5)
2. Using [**Table 5.3**](https://html1-cluster-e.mheducation.com/smartbook2/data/156724/highlighted_epubmhe/OPS/s9ml/chapter005/ch05_reader_2.xhtml#data-uuid-f0076def1e7745e0bf8f921770fcce70), review the options for avoiding a labor shortage, and discuss how well the options besides new hires could have worked as ways for Reed to reach his goals for growth. As you do so, consider qualities of a financial-planning business that might be relevant (for example, direct client contact and the need for confidentiality).(Marks: 2.5)
3. Suppose that when Reed was seeking to hire a certified financial planner, he asked you for advice on where to recruit this person. Which sources would you suggest, and why? ( Mark:1)

**Answers:**

1.

2.

3.