



Case Studies in Human Resource Management

Sanjeev Bansal, Jaya Yadav, Hargovind Kakkar

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The objective of this book is to present a compilation of Human Resource Management case studies highlighting some of the contemporary issues and practices in the major processes of Human Resource Function. These case studies will offer experiential learning and will spur the interest of the students, faculties and practicing managers in understanding the various HR practices across organizations. In all, 22 case studies under three major themes have been presented:

1. The Basis of the Function – HR Policy and Talent Acquisition. This section covers cases in the area of human resource policies and acquisition of talent. Readers will be oriented towards present-day HR policies, ethical issues in implementing policies, market mapping in recruitment, implementation of advanced systems in hiring process and challenges in on boarding.
2. Skill Building and Developing Competency – Investment in Talent. This section focuses upon various facets of training and development function of human resource. Cases here encompass training need identification, training effectiveness, and impact of training on job satisfaction. Also, relevance of competency mapping and corporate mentoring as noted areas of talent development is introduced.
3. Pay, Reward and Welfare – Talent Engagement. The significance of well-being and prosperity is mentioned in this section. Cases concerning monetary and non-monetary compensation, employee welfare and reward practices leading to engagement are part of this section. Issues such as retention, satisfaction and personal effectiveness are discussed.

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