

Semester ‘Fall 2011’

‘Human Resource Management(MGT501)’

Assignment No. 01

Marks: 20

SCENARIO

Two companies ABC and XYZ, in FMCG business, are recently cited in “Working Mother Magazine” as the best companies for women to work. Each company provides special packages to its employees that benefit working mothers. The ABC Company offers all of its employees time off from work for family matters. And the XYZ Company offers its employees Rs.15, 000 in Education/Medical for their children along with salary.

While sharing the views at a press conference the directors of winning companies said, “three decades ago, in our organizations the employees were predominately males but today the work force is not that homogeneous. It comprises of more females than males which made us realized that the way we have treated workers with children in the past and the benefits we offered them, may no longer meet their current needs. Family life is important to our workers and, in many cases, will win out in the decision of career versus family. That’s why we decided to be responsive to the female workforce requirements. We also believe that one way to successfully compete is to meet the worker’s individualized needs.”

REQUIREMENTS:

1. Analyze the family-friendly benefits offered by both companies. Discuss with solid arguments which company’s benefits are better for the employees.
2. Suppose in both companies 50% employees are unmarried/without children i.e. half of the employees can not avail these benefits. Is there any motivational impact on those employees who do not avail these benefits? Explain briefly.

Important Tips

1. This Assignment can be best attempted from the knowledge acquired after watching video lecture no. 1 to 9 and reading handouts as well as recommended text book).
2. Video lectures can be downloaded for free from www.youtube.com/vu.

Schedule

Opening Date and Time	Oct 21, 2011 At 12:01 A.M. (Mid-Night)
Due Date and Time	Oct 28, 2011 At 11:59 P.M. (Mid-Night)

Note: Only in the case of Assignment, 24 Hrs extra / grace period after the above mentioned due date is usually available to overcome uploading difficulties which may be faced by the students on last date. This extra time should only be used to meet the emergencies and above mentioned due dates should always be treated as final to avoid any inconvenience.

Important Instructions:

Please read the following instructions carefully before attempting the assignment solution.

Deadline:

- Make sure that you upload the solution file before the due date. No assignment will be accepted through e-mail once the solution has been uploaded by the instructor.

Formatting guidelines:

- Use the font style "Times New Roman" and font size "12".
- It is advised to compose your document in MS-Word.
- Use black or blue font colors only.

Solution guidelines:

- Use APA style for referencing and citation. For guidance search "APA reference style" in Google and read various website containing information for better understanding or visit <http://linguistics.byu.edu/faculty/henrichsenl/apa/APA01.html>
- Every student will work individually and has to write in the form of an analytical assignment.
- Give the answer according to question, there will be negative marking for irrelevant material.
- For acquiring the relevant knowledge don't rely only on handouts but watch the video lectures and use other reference books also.

Rules for Marking

Please note that your assignment will not be graded or graded as Zero (0) if:

- It has been submitted after due date
- The file you uploaded does not open or is corrupt
- It is in any format other than .doc (MS. Word)
- It is cheated or copied from other students, internet, books, journals etc...