

# HUMAN RESOURCE MANAGEMENT



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## Short Description

HUMAN RESOURCE MANAGEMENT case study

## Description

After college graduation, Ramji Modi went to work for his father Jairamji Modi, who was the owner of the company which he started for manufacture of auto components. The company was started by his grandfather some 60 years back. With his grandfather's experience of nearly twenty years and his father's rich experience and knowledge of auto components and how to buy and sell them, the company graduated from single unit in Bangalore to Ten Units profitable company. Ramji like his father knew what he was doing and how well he was doing it, and took pride himself and being able to keeps his hands on details of buying, advertising, and inventory management. All his managers met once in fortnight at the head office. His father also used to visit all the units and units in between the fortnightly meetings. He had a reason to worry that was communication and motivation. Although the managers listened attentively nodded their heads in agreement but later their actions were different, no wonder he started wondering whether they heeded to his advice. He subsequently heard that the employees did not know the goals of the company and wished to be communicated the goals through the executives, he felt the executive routinely doing their job and without any application of mind or imagination or zeal. Another trouble he had was his managers quit the job and joined the competitors for better pay. So Mr.Jairamj told his son that his primary concern was the communication and motivation. Since his son did some course in management and felt that his knowledge could be applied here and asked him to put his knowledge and techniques in practice. Mr.Jairamji (father) felt that money, good bosses and good place to work were the prime

motivators. He asked his son whether he has any suggestions to make to improve working and communication methods.

**Answer the following question.**

**Q1. How should the son go about analyzing the communication problem and what difficulties do you see from the case?**

**Q2. Suggest ways that the motivation and communication theories studied by the son in B School could be put to use?**

**Details**

**1. Case study solved answers**

**2. pdf/word**

**3. Fully Solved with answers**