

**SEMESTER FALL 2015**

**HUMAN RELATIONS  
(MGMT 611)  
ASSIGNMENT # 02**

**DUE DATE: 28<sup>TH</sup> JANUARY, 2016**

**MARKS: 10**

**ASSIGNMENT:**

When we analyze past few decades, employees were expected to engage themselves in a single task throughout their job period. Nonetheless, in this digital era, the situation is different. The professionals are focusing more on lifelong learning and agile career development instead of just getting a job and performing it in the traditional way. At present, professionals prefer the organizations which are focusing more on investing in the training and development of their workforce.

General Motors is the well-known world leader in manufacturing, marketing and distribution of vehicles and spare parts. They have remarkable reputation in focusing and investing on training and career development programs of their workforce. Its management believes that human resource development will lead to individual as well as organizational level accomplishment. This approach reflects that they have trust on their workforce and this will not only boost up working potential of their workforce but also increase the productivity of their organization. In recent years, this strategy has proved to be productive and the profit margin of the company has grown up to sound levels. Key to the success of General Motors is that they have developed

the roles and responsibilities of their employees at different levels. With this strategy, the employees of General Motors are able to develop their careers that will reflect their true potential, along with the appropriate rewards of their work.

Above case shows the role of T&D in career development of employees sponsored by General Motors. In your opinion, can career development of employees affect the organizational performance? Give three arguments to support your answer.

**IMPORTANT:**

24 hours extra / grace period after the due date are usually available to overcome uploading difficulties. 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/ SOLUTION GUIDELINES/ SPECIAL INSTRUCTIONS**

- BE PRECISE AND PROVIDE LOGICAL REASONING OF YOUR SOLUTION.
- AVOID USING BLOGS OR COPING FROM ANY OTHER SOURCE AS IT WILL BE MARKED AS ZERO (0).

**OTHER IMPORTANT INSTRUCTIONS:**

**DEADLINE:**

- Make sure to upload the solution file before the due date on VULMS.
- Any submission made via email after the due date will not be accepted.

**FORMATTING GUIDELINES:**

- Use the font style “Times New Roman” or “Arial” and font size “12”.

- It is advised to compose your document in MS-Word format.
- You may also compose your assignment in Open Office format.
- Use black and blue font colors only.

### **REFERENCING GUIDELINES:**

- Use APA style for referencing and citation. For guidance search “APA reference style” in Google and read various websites containing information for better understanding or visit <http://linguistics.byu.edu/faculty/henrichsenl/apa/APA01.html>

### **RULES FOR MARKING**

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

- It is submitted after the due date.
- The file you uploaded does not open or is corrupt.
- It is in any format other than MS-Word or Open Office; e.g. Excel, PowerPoint, PDF etc.
- It is cheated or copied from other students, internet, books, journals etc.

**Note related to load shedding: Please be proactive**

### **Dear students!**

As you know that Post Mid-Term semester activities have started and load shedding problem is also prevailing in our country. Keeping in view the fact, you all are advised to post your activities as early as possible without waiting for the due date. For your convenience; activity schedule has already been uploaded on VULMS for the

current semester, therefore no excuse will be entertained after due date of assignments, quizzes or GDBs.

***GOOD LUCK!***