

Roll No. _____

University of Pune
Department of Management Sciences (PUMBA)
Executive MBA 2nd year
Internal Examination September - 2013
303 (C) HR Administration & Social Security schemes

Time : 1hr

Marks:20

Caselet: Mahesh is a very high performer in a group and is highly abusive in his behaviour with the other team members. He is very good at his work and has thick networking, along with high target achievement. He has no regard for anybody and considers everybody inferior, constantly insulting them and showing them down. The team leader can't transfer him or terminate him as he is a critical resource, which even Mahesh is aware of. The team members have placed a complaint to HR about Mahesh against this continuous harassment at work, in confidentiality (the team leader, nor Mahesh is not aware of) There is no such policy in the Company Ethics regarding this issue.

How will you deal with the situation? Also how can this situation become a precedent for the Organisation?

Q.1.You are expected to carve out a Grievance handling procedure with progressive punitive action.

Hint: Analyse the situation, People and wisely reach to an amicable outcome of the situation.

Q.2.Establish a Co-relation between Employee Performance and Organisational Benefits.(Hint : Value proposition)

Q.3.Write a note on Globalisation.