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SUBMIT

Part D

Part C: Case study (20 marks) Answer ALL questions

- What kind of learning does the advertising of Coke seek to reinforce? Discuss with appropriate examples.

Coke is trying to link its brand to the enjoyable beach life style and all the positive associations with it. Therefore instrumental conditioning, or perhaps cognitive learning or modelling is considered appropriate. **Operant conditioning** is the process of learning whereby the consumer associates a stimulus with a response when given reinforcement to respond to a stimulus. **Cognitive Learning** encompasses all the mental activities of humans as they work to solve problems or cope with situations.

There should be a clear link between advertising and justification of learning theory.

Question 2 (6 marks)

Stimulus generalisation is often called the "rub off" effect.

- How relevant is the concept of stimulus generalisation for Coca Cola in formulating different kinds of strategies. Explain using strategy examples from the case study.

Stimulus generalisation occurs whenever a response to one stimulus is elicited by similar but distinct stimulus. Very relevant because:

- By making a new brand similar to existing brands, consumers can generalise their previous learning. Similar brand names, product shapes, packaging and advertising can all help this to happen.
- Used often by marketers to develop brand extensions.
- Acts as the basis for the transfer of learning and particularly relevant for brand equity development.
- Examples of some Family Branding (Coke, Diet Coke), product line extensions (Diet Lime Coke).

- Would you advise Coca Cola to employ this "rub off" effect for all of its brands? Why / why not?

No because the company also uses different brands for Fruit juice, *Frutopia* and Mineral water, *Neverfall*. These are cases of stimulus discrimination (the process of learning to respond differently to similar but distinct stimuli) where the brands have not been associated with other brands of the company, possibly because they are positioned as more healthy brands.

L.L.M.

Set No. 1 12P/209/22 Question Booklet No.....1483..

(To be filled up by the candidate by blue/black ball-point pen)

Roll No.

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Roll No. (Write the digits in words)

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(Use only blue/black ball-point pen in the space above and on both sides of the Answer Sheet)

- Within 10 minutes of the issue of the Question Booklet, check the Question Booklet to ensure that it contains all the pages in correct sequence and that no page/question is missing. In case of faulty Question Booklet bring it to the notice of the Superintendent/Invigilators immediately to obtain a fresh Question Booklet.
- Do not bring any loose paper, written or blank, inside the Examination Hall except the Admit Card without its envelope.
- A separate Answer Sheet is given. It should not be folded or mutilated. A second Answer Sheet shall not be provided. Only the Answer Sheet will be evaluated.
- Write your Roll Number and Serial Number of the Answer Sheet by pen in the space provided above.
- On the front page of the Answer Sheet, write by pen your Roll Number in the space provided at the top, and by darkening the circles at the bottom. Also, wherever applicable, write the Question Booklet Number and the Set Number in appropriate places.
- No overwriting is allowed in the entries of Roll No., Question Booklet No. and Set No. (if any) on OMR sheet and also Roll No. and OMR Sheet No. on the Question Booklet.
- Any change in the aforesaid entries is to be verified by the invigilator, otherwise it will be taken as unfair means.
- Each question in this Booklet is followed by four alternative answers. For each question, you are to record the correct option on the Answer Sheet by darkening the appropriate circle in the corresponding row of the Answer Sheet, by ball-point pen as mentioned in the guidelines given on the first page of the Answer Sheet.
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- Note that the answer once filled in ink cannot be changed. If you do not wish to attempt a question, leave all the circles in the corresponding row blank (such question will be awarded zero mark).
- For rough work, use the inner back page of the title cover and the blank page at the end of this Booklet.
- Deposit only the OMR Answer Sheet at the end of the Test.
- You are not permitted to leave the Examination Hall until the end of the Test.
- If a candidate attempts to use any form of unfair means, he/she shall be liable to such punishment as the University may determine and impose on him/her.

अनुकूल विचारों से उत्तम उत्तर-पत्र पर लिखें गए हैं। [No. of Printed Pages : 56+2

Question 1 to 7 are based on the following passage:

1 The hotel business is relentless. The management has to provide twenty-four hours service, 365 days a year, and every single day is just as important as any other day. Not surprisingly, M&M Hotel, which prides itself on providing excellent customer service, had for many years a deeply-ingrained culture of "face time" – the more hours you put in, the better. That philosophy of "see and be seen" was effective for serving customers, but it had a price: the management were finding it increasingly tough to recruit talented people and some existing managers were leaving, often because they wanted to spend more time with their families.

2 In the following year, M&M Hotel implemented a test programme to help managers strike a better balance between their professional and personal lives while maintaining the quality of its customer service and the bottom line of its financial results. They found a lot of quick fixes by eliminating redundant meetings and other inefficient procedures. For instance, they learnt that managers could file certain business reports less frequently and that many of the regular scheduled meetings were unnecessary. They also re-examined certain hotel procedures they were following, multidimensionally. For instance, the scheduled overlap time of front desk manager's with the person on the next shift was reduced from one hour to only fifteen minutes. Additionally, managers were given better Information Technology (IT) support so that they could communicate with customers through email and get

LITERATURE SEARCH

- A literature search is a well thought out and organized search for all of the literature published on a topic.
- A well-structured literature search is the most effective and efficient way to locate sound evidence on the subject you are researching.
- Evidence may be found in books, journals, government documents and the internet.

Yes, the most truthful fact that this task is not very simple. Providing background information this information means a description of because the problem you are investigating is a problem. Is this method applicable in the context of a discipline such as human resources management? Body: We have already said that there will be some differences in the structures. Of course, it is necessary to provide facts, numbers or refer to authoritative sources / research. So, then you have to carefully study both the questions and the answer options so that you can get the necessary information rather than empty the results from the questionnaire. Human Resource is a huge area that deals with both business problems and the personal aspects of employees and also psychology. Even do not forget that in this part it is necessary to identify the thesis. We choose an argument if you have been the liberty of choosing a topic, we advise you to choose the one that interests you more. If your topic is linked to the human factor, and not to the success of the company, then this is an ideal tool for obtaining data. If you carry out an interview through a questionnaire, then write this information before the questions. What are your feelings about internship / training in the workplace? More specific your questions, more easy for you to lead an analysis. Remember that the decision should be advanced on the basis of your analysis and be supported by theoretical concepts. By the way, perhaps before did the Swot analysis carried out in the framework of the HR discipline? Remember that they are significant in this task, so work through this part with particular attention. If the object of the research will be a certain type of employee, all is the best tool. Well, let's look more detailedly on how to complete this task. The recommendations are extremely important in this type of assignment, as it plays a decisive role that you have correctly completed this assignment. What difficulties did you encounter during the interview? This is the final action on your task. In fact, your recommendations are the main part of the conclusion. What is the secret tool? All you need to do is prepare a list of questions. In addition, we will consider the structure and therefore you can order the data obtained by the desired elements. And you can prepare questions like written questionnaire. Remember that the goal of a good case of study is to give the reader this format to join. Alternatives: here it is necessary not only to provide different alternatives, but also to explain why some of them should be rejected. In fact, in each topic, you can find a problem and how to solve it. Been from all infinite guides and instructions? Try a quick way if you don't know which direction to choose, then we offer you several questions could be the following: how many interviews did you participate before your final hiring? Recommendations: another important component. But since you are here, you can forget the complexity of this problem. How long does it take to implement the recommendation? In this way it will be easier for you to formulate your advice. Review the answers to each question and analyze because the person has provided this answer. For some reason, this task as a study case causes much dissatisfaction among students. Here it will be necessary to provide a solution to the identified problem. Using our complete guide on how to write a case of study on human resources you can not only easily complete the activity, but also to get a good sign. These are the rules of ioup iugj ,ilgismc ondenrof etnemecilpmes aits ut @ÄhcnfflA. erattatnca etspsid onnaras enesrep el luc nos atsivretni'led Answers to the following questions: why this solution work? But in fact, this is the most quick and quick way to help you write your assignment. Only after, can you consider that your work is ready. The whole difficulty lies in not understanding how to complete the task. Each of your sentences is a puzzle and your conclusion already adds the general image. For example, if the subject will be a certain company, it will be necessary to familiarize yourself with the history of the company's creation. Description of the solutions recalls to work well through recommendations and solutions. Introduction: At the beginning of your text, it will be necessary to identify the main problem in the context of the subject. Many people believe that Swot analysis is not applicable to human resources or study cases. You will not believe it, but almost all the topics of human resources are suitable for this. Remember that it should be detailed and contain an action plan. Go down to the task with our guide and get a good sign! So simplify your task. If you choose the second option, you will have to prepare not only questions but also answer the options. Most likely, your professor gave you a clear requirement on which format to join. Alternatives: here it is necessary not only to provide different alternatives, but also to explain why some of them should be rejected. In fact, in each topic, you can find a problem and how to solve it. Been from all infinite guides and instructions? Try a quick way if you don't know which direction to choose, then we offer you several options. It is not superfluous to use the facts, refer to authoritative resources and provide the study of the problem itself. We assure you that you have not even thought of some of them. How to conduct an interview for a case study once your list of questions is ready, you must decide how you will lead Independently gives ciã? ciã? of investigation that you choose; it is important to remember the following: respondents must be informed that their answers will only be used for educational purposes. create a short plan to implement the solution. In fact, this is what you need for a case study. solution: this is the culminating point of your assignment. What are the costs of implementing the recommendation? check how logical the sequence of presentation of thoughts is and find out if there is the presence of errors and typos. You'll have to do an analysis of the subject you're studying. most likely your professor has given you the requirements and what is provided by you. What are the risks of implementing the recommendation? students whose future professional activities will be related to this discipline will have to solve many problems. It will be essential to justify this decision. You can also late phrases from the interview. What tools do you want? There are a lot of topics to study, so you will definitely choose what suits you best. swot analysis or interview will not be enough since the results of the analyses must be scientifically supported. such information is necessary so that the reader can reach its conclusion with your help. they will help you to work deeper the main parts of the case study. Have you met your expectations for work? not all are ready to answer difficult questions without anonymity. Yes, there is a traditional structure that consists of an introduction, body and conclusion. Starting from knowledge of labor law, benefits of compensation, and also engage in employee development and workflow planning. Now, are you convinced that everything is not as difficult as it might seem? which questions are suitable for analysis, what is the main problem in the context of your topic? Formulate questions in such a way as to give the most clear answers for a complete picture of your research. It's true, real, also the easiest way to get the data. You can arrange an oral survey that will allow you to obtain much more relevant information. But in reality, everything is not as scary as it seems at first sight. Also, make sure to check compliance with a specific format. Data processing and analysis When you get the answers, you need to analyze each of your questions. And HR is just that discipline that is perfectly suited to these purposes. Check the read text Once the main text is ready, you should spend time reading the text. Using this information, you set the direction for your study and the correct perception of your thoughts by the reader. Use less water. When you have identified a solution, you need to outline what you need to implement the solution. This implies a certain strategy and action. For example, it can be your textbook, similar work on your topic. Define the background of your assignment. For example, the type of industry, company or position. If we are talking about an industry or a company, then the possibility to study the company's history and to compile a SWOT analysis, which will highlight the strengths and weaknesses, is suitable for you. Make sure you alert the respondents. Depending on your subject, yes. Definition of a problem The starting point in completing this task will be to determine the object of your analysis and what concerns it. Note, as certain situations and decisions have affected success/failure, and as all this has affected the current activities of society. It is necessary to do the same with the data received from the SWOT analysis. Please note that not everyone will be ready to prescribe detailed answers to your questions. Tips that will help with the structure When you know how you should lookYour text, we have prepared several recommendations. How to write a case of study in human resources: a guide step As we said before, completing this task is simple if i follow our instructions. How does the employer refer to graduates? And you were given the freedom to choose a subject? The sources you choose for your analysis should note the appropriate methodology. Let's see what you need to say here: Basic information: Here it is necessary to indicate why the selected problem for analysis is a problem. Human Resource Case Study: What is Essence? The questionnaire is anonymous. This is an important point since many students neglect to get acquainted with the initial requirements, and then a lot of difficulty arise. Being ready for another secret tool A case study is exactly that type of academic assignment where an interview is a good tool to get the data. In fact, the data obtained from this analysis will be your information for the case study report. Report.

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Get solved your assignment, homework, essay topic or real-time case study based question answers anytime from anywhere. We provide extensive assignment writing services online to various subjects such as MBA (finance, accounting, HRM, marketing, economics, Operations, System Management) Nursing, law and engineering and more. We are also providing solutions which are free of cost. We welcome your feedback about these HRM case studies. Below are short and simple Case Studies on HRM with Solutions, Questions, and Answers. HRM Case Study 1. Harsha and Franklin both of them are postgraduates in management under different streams from the same B-School. CASE STUDY ANSWERSASSIGNMENT SOLUTIONS PROJECT REPORTS AND THESSISBIM / IBIMS / IBIM / ISMS / KSBM / NIPM SMU / SYMBIOSIS / XAVIER / NIRN / PSBM / NSBM / ISM / IGNOL / IICT / ISBS / LPU / ISM&R/C/ LPU / NMIMS / ISBS / MANIPAL / GARUDA / HIMALAYA / UPES / IMT / iact IC MIND MBA - EMBA - BMS - GDM - MIS - MIB DMS - DBM - PGDM - DBM ... In this case, two similar forms of tests are given and the degrees to which the two sets of scores coincide indicate test reliability. (c) Split Halves Method: In this case, the whole test is divided into two similar and equal parts and a high association between the scores on the two parts is used as an indicator of reliability. The concept of human resource management (HRM) basically contains three elements that refer to successful people management. The first element - human - refers to the research object" (Bach & Edwards, 2012, p.19). Needing assistance with how to format citations in a paper: Requiring help with paraphrasing your scholarly articles and managing plagiarism; Interested in having your paper proofread according to your college/university guidelines and existing educational standards. 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These papers are also written according to your lecturer's instructions and thus minimizing any chances of plagiarism. A questionnaire is a research instrument that consists of a set of questions (or other types of prompts) for the purpose of gathering information from respondents through survey or statistical study. A research questionnaire is typically a mix of close-ended questions and open-ended questions. Open-ended, long-term questions offer the respondent the ability to elaborate on ... 79. Hypothetical questions are asked to find out the ___ of the candidate. Ans: behaviour. 80. Face to face interview is an important process to find out the best candidates who are good ... Ans: decision-makers. MCQ on Communication with Answers - Communication Skills: Set-1. 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