

# Human Resource Management



**Brand:** Mehta Solutions

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## Short Description

## Human Resource Management case study

### Description

In 2007, Tata Consultancy Services (TCS) one of the leading global information technology consulting services and business process outsourcing organizations, had over 62,000 employees worldwide and had aggressive plans to raise its headcount further. TCS gave utmost importance to its human resource functions and considered recruitment as an ongoing process.

TCS employed directly from campus as well as using off campus recruitment. The company has been investing more than 6 per cent of its annual revenues in training, learning and development. In 1997, it set up a state of the art training centre, 'Technopark' at Thiruvananthapuram, which offered training to new recruits and TCS staffers at various levels. 'Technopark' provided the employees with three kinds of training programmes: 1. Technology 2. Attitudes 3. Management TCS had a Manpower Allocation Task Committee (MATC) which determined the career path for employees. The attrition rate at TCS in 2006 was 10.6% which was the lowest in the Indian software and information technology industry. But as TCS continued to expand globally, it faced the challenge of grooming and retaining a diversified talent pool. Also with rising manpower requirements, TCS was increasingly hiring nontechnical science graduates, which posed a challenge for it to groom and bring them onto a common platform.

**Answer the following question.**

**Q1. Give an overview of the case.**

**Q2. Discuss the challenges faced by TCS in grooming the fresh nontechnical graduates.**

**Q3. Debate the utility of ‘Techno park’ set up by TCS.**

**Q4. Discuss the importance of all above three kinds of training.**

#### **Details**

**1. Case study solved answers**

**2. pdf/word**

**3. Fully Solved with answers**