**Employee Development and Talent Management**

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Internal Assignment Applicable for April 2025 Examination**

**1. Rajesh, a seasoned executive at a textile firm, faces a performance slump. His manager, concerned, explores various employee development programs. The manager then decides to use on-the-job training for Rajesh. The manager must decide the best approach to re-energize Rajesh, considering his experience and potential. Analyze the suitability of different employee development programs for Rajesh's situation, considering his experience and the need to revitalize his performance.**

**Answer:**

**Introduction:**

Rajesh, a seasoned executive at a textile firm, is experiencing a decline in performance, prompting concern from his manager. Given Rajesh’s experience and potential, the manager explores various employee development programs to restore his productivity and motivation. After evaluating different options, the manager decides to implement on-the-job training, aiming for a practical and engaging approach. However, choosing the most suitable method is crucial to ensuring Rajesh regains his effectiveness. This analysis examines the relevance of different employee development programs, considering his expertise and the need for revitalization. The focus is on selecting a strategy that enhances his skills, boosts motivation, and aligns with his past experience while addressing his current performance challenges.

**This is partially solved sample answer**

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**2. Software company in Bangalore is looking to fill a senior management position. The company is considering internal talent acquisition techniques to identify suitable candidates from its existing workforce. Evaluate the suitability of different internal talent acquisition techniques for filling a senior management position in the software company context.**

**Answer:**

**Introduction:**

A Bangalore-based software company is seeking to fill a senior management position and is considering internal talent acquisition techniques to identify a suitable candidate from its existing workforce. Internal hiring offers several advantages, such as retaining organizational knowledge, motivating employees, and reducing recruitment costs. However, selecting the right approach is crucial to ensuring a seamless transition and effective leadership. This analysis evaluates different internal talent acquisition techniques, including promotions, transfers, succession planning, and internal job postings, to determine their suitability for a senior management role. By assessing these methods, the company can make an informed decision that aligns with its leadership needs, fosters employee growth, and ensures long-term organizational success.

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**3. A young engineer, Priya, joined a tech startup in Bangalore after graduating. Initially enthusiastic, she faced challenges and learned from early mistakes. After 5 years, feeling stagnant, she pursued further education to enhance her skills and secure a leadership role. Please answer the questions below in context of the case given.**

**a) How do the Exploration and Establishment stages contribute to an individual's career development?**

**Answer:**

**Introduction:**

Priya’s career journey reflects the key stages of career development, particularly the **Exploration** and **Establishment** phases. Initially, in the Exploration stage, she joined a tech startup with enthusiasm, gaining experience and learning from challenges. This phase helped her understand her strengths, weaknesses, and career interests. Over five years, she transitioned into the Establishment stage, where she built expertise but eventually felt stagnant. To progress further, she sought higher education to enhance her skills and pursue leadership roles. This case highlights how these stages shape an individual’s growth, guiding career decisions and long-term professional success.

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**b) What challenges might an individual face during the Maintenance stage, and how can they overcome these challenges to avoid stagnation?**

**Answer:**

**Introduction:**

Priya’s career path highlights the transition from growth to stagnation, a challenge commonly faced in the **Maintenance stage** of career development. This stage typically occurs when professionals have gained expertise but struggle with monotony, skill obsolescence, or lack of career progression. Feeling stagnant after five years, Priya recognized the need for upskilling to advance into leadership. To overcome such challenges, individuals must engage in continuous learning, seek mentorship, embrace new responsibilities, and explore innovation in their roles. By proactively adapting to industry changes, professionals can maintain career momentum, avoid stagnation, and achieve long-term success.

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