

SNS COLLEGE OF ENGINEERING



Kurumbapalayam (Po), Coimbatore – 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME: 19BA314- HUMAN RESOURCE PLANNING

II YEAR /IV SEMESTER

Unit: 1- Introduction

Topics: HR Other Functions





Disciplinary Action



Unwanted behaviors

- Employee misconduct
- Harassment
- Discrimination
- Absenteeism
- Poor work performance
- Workplace bullying
- Tardiness

Conduct an investigation & take appropriate action to correct unwanted behavior.

Disciplinary action examples

- Verbal warning
- Written warning
- Loss of privileges
- Performance improvement plan
- Retraining
- Demotion
- Temporary pay cut
- Suspension
- Termination

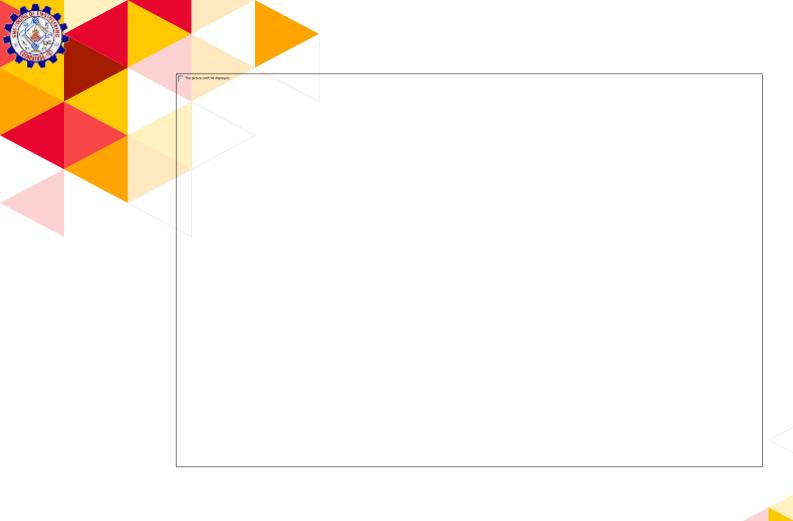






HR challenges

- 1. Outsourcing
- 2. Technological Advancements
- 3. Workforce Composition
- 4. Workforce Availability
- 5. Downsizing
- 6. Mergers and Acquisitions
- 7. Competitive Advantages
- 8. Knowledge Aspects
- 9. Motivational Aspects
- 10. Formal and Informal HR Interactions
- 11. Ageing Group of Workforce
- 12. Women in Workforce
- 13. Societal Issues
- 14. Industrial Disputes







RECAP

QUESTIONS???

THANK YOU

