



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



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RECAP

QUESTIONS???

THANK YOU