

CERTIFICATE

This is to certify that the Project Report titled **ULRICH MODEL AND IT'S EXTENSION** is a bonafide work carried out by Mr. Harsh Banger of MBA 2014-16 and submitted to Delhi School of Management, Delhi Technological University, Bawana Road, Delhi-42 in partial fulfillment of the requirement for the award of the Degree of Masters of Business Administration.

Signature of Guide

Signature of Head (DSM)

Seal of Head

Place:

Date:

DECLARATION

I Harsh Banger, student of MBA 2014-16 of Delhi School of Management, Delhi Technological University, Bawana Road, Delhi-42 declare that Project Dissertation on **ULRICH MODEL AND IT'S EXTENSION** submitted in partial fulfillment of Degree of Masters of Business Administration is the original work conducted by me.

The information and data given in the report is authentic to the best of my knowledge.

This Report is not being submitted to any other University for award of any other Degree, Diploma and Fellowship.

Harsh Banger

Place:

Date:

ACKNOWLEDGEMENT

“AS I LOOK BACK ON MY LIFE, I REALIZE THAT EVERYTIME I THOUGHT I WAS BEING REJECTED FOR SOMETHING GOOD. I WAS ACTUALLY BEING REDIRECTED TO SOMETHING BETTER.”

With this thought I keep on doing things in my life and finally the beautiful chapter of college is going to over soon. I have learnt a lot from Delhi School of Management, its staff, students and yes obviously the amazing faculty. I have started my research work only here and successfully published two papers which were possible only because of the Faculty members Dr. Rajan Yadav, Dr. Shikha Khera, Mrs. Meha Joshi and Ph.D scholars Mr. Sahil Malik, Mr. Anurag Tiruwa and Ms. Khusboo Madan.

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ABSTRACT

The purpose of doing this project was to understand the complexities and challenges being faced by HR department while implementing Ulrich model. After collecting the primary and secondary data from various sources the analysis was done in order to find the possibilities to curb the problems faced by HR department in implementing Ulrich model.

The need of implementing an HR model is that, systematic and well designed roles and responsibilities will help the HR department to work effectively and efficiently. The current Ulrich model was explained in detail and the challenges were found. An extension of Ulrich model is being proposed with clear roles and responsibilities of each component in detail which will help the organization to run their HR well. At last some alternatives of the Ulrich model are also given.

This extension will help the organization to understand the roles and responsibilities in detail without any ambiguity because of distinct functions performed and help them to operate the HR department effectively by reducing the complexities of current Ulrich model.

TABLE OF CONTENTS

<i>Certificate from institute</i>	<i>i</i>
<i>Declaration</i>	<i>ii</i>
<i>Acknowledgement</i>	<i>iii</i>
<i>Abstract</i>	<i>iv</i>
<i>Table of contents</i>	<i>v</i>
<i>List of Tables</i>	<i>vii</i>
Chapter 1.Introduction	1
1.1. ABOUT DAVE ULRICH	1
1.1.1 Dave Ulrich	1
1.1.2 Early Life and Work	1
1.1.3 Research and Career	1
1.2. ULRICH’S Model	2
1.2.1. Ulrich’s HR Model	2
1.2.2. Dave Ulrich’s Model Benefit	3
1.3. WHY HAVE ORGANIZATIONS LOOKED AT THEIR HR MODEL?	3
1.4. ISSUE’S IN IMPLEMENTING OVERALL MODEL	4
1.4.1. Drivers	4
1.4.2. Skills	5
1.4.3. Boundaries	5
1.4.4. Line Managers	6
1.5. THE ULRICH MODEL: 18 YEARS OLD, BUT IS IT WORKING?	6
Chapter 2.Literature Review	9
2.1 Operating Models	9
2.2 Challenges for Global Organization	9

2.3 Dave Ulrich further Research	11
Chapter 3. Research Methodology	15
3.1. Objective of the Study	15
3.2. Data Collection	15
3.3 Conversation with Dave Ulrich	19
Chapter 4. Data Analysis	24
4.1. HR Myths and Proposed Model	24
4.2 Challenges of Ulrich Model	26
Chapter 5. Recommendations and Suggestions	32
5.1 Proposed HR model framework	32
5.2 Other Alternatives	36
Chapter 6. Limitations and Future Scope of Study	38
References	39

LIST OF TABLES

Table No.	Title	Page No.
1	Aligning Business Organization and HR Department	15
2	Relative Impact of Individual Competences vs. HR Department Activities On Business Outcomes	20
3	HR outcomes by HR activities (practices)	23