

High performance



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There is also need to set goals that are related to the work the employees are engaged in.

This will ensure that the objectives of the department in question are met and hence high performance. This lead to higher chances of workers receiving more benefits or rewards. Another issue that this department is looking at is the reconstruction of some jobs. Since its inception, the company has had some jobs which have retained their identity.

Reconstruction of these jobs could help raise their profiles and therefore motivate the workers even more. Just to cite an example is where we have manual cleaners.

Just by giving the workers automated clearing machines will go a long way in boosting the performance hence more customer and employee satisfaction.

And as a conclusion, I would propose a family benefit scheme. In these schemes the families of employees who are just associates in the company will be in a position to shop at a discounted price. This will help our employees notice the recognition of their services by the management and therefore even improve the production.

(<http://www.accel-team.com/motivation/index.html>).(ii)Human Resource Management Planning The importance of HRM planning can not be downplayed.

The management team has to plan wisely in order to balance between the company's human resource needs and the market supply of the said job vacancies. The human resource department should be up to date with the information about the number of employees the company needs at present

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and in the future. This has to be done carefully to avoid overlooking certain issues. Otherwise there may arise a situation where the company is overstaffed or understaffed. While understaffing on one hand means that the business loses the benefits of economies of scales.

This would mean the company operating under the optimal level and this translates to low production. Overstaffing on the extreme end means wastage of resources. It is therefore expensive and depletes the company's resources. It is also very expensive to eliminate overstaffing because the employees being retrenched will need their payments in accordance with the laws that govern the business environment in our country. All the director should be in a position to see the companies' level of achievement in more than a decades time.

Therefore I am rested with the duty of giving the right forecasts for the organization. Planning in human resource also involves planning staff movements firm one duty of posting these employees without favoring or using it as a punishment in settling scores. The planned movements also should be effected with a sole aim of improving the productivity of the organization as a whole. Hierarchical movements on the corporate ladder should be planned so that it observe the principle of meritocracy. Experience and educational achievements also helps in this process.

This in turn gives the employees the motivation to perform better.

Retrenchment of employees, recruitment and their maintenance should follow laid down procedures and should be done at the appropriate times. During the planning, the human resources director should always rely on

expert reports and estimates. These experts will help the company know the trends of jobs in the market and in the company and will therefore be able to predict how the company will either need or retrench some workers firm the store. The human resource experts are also able to model the human resource experts are also able to model the human resource that they need for that particular department.

They will therefore look for tailor made model person to work in a position that diversity benefits the whole company and also improves sales in this state.