

International human resource management

Business



International Human Resource Management Human Resource Management is a core in managing a business as it is reflected on the performance. Therefore, there is a need to have a succinctly arrangement HRM to achieve the goals of an organisation. For example, the HRM should structure its delegation of duties in that they are all observed in the organisation. As such, all the workers will be compelled to attend to their duties promptly. In making this a success, the HRM should ensure that all the rules are explained in detail. However, the HRM efficiency is affected with several external and internal factors (Beardwell and Claydon, 2007: 680). Internal factors revolve around the workers, management and the control of the organisation. When workers have their grievances which are not solved, it is likely to affect the performance of the organisation. On the other hand, external factors include union intervention. In this case, the union is involved in the negotiation of worker's grievances which directly affect the organisation. For example, the involvement of unions in the organisation affected its operations in the United Kingdom. The availability of numerous unions adversely affects the performance of the organisation as each of the union's presentation demands critical changes in operations. Working with a single union was an option, but it was highly disputed. Apparently, working with a single union would be a lot easier as the demands or issues raised would be from a single body. However, many unions have diverse modes of presenting their issues which make it hard to consolidate solutions.

Conclusion

Initially, the organisation was performing well with the absence of unions. The workers were contented with what the organisation offered making it run

smoothly. However, with the induction of other subsidiaries, the organisation has encountered a number of problems. These problems should be solved amicably to ensure achievement of set goals. This is a situation that the HRM should tackle in the meantime to ensure it does not affect the organisation in the near future. Finding a lasting solution would be most welcome as the organisation could record increased growth and better concentration of core issues. Therefore, it is in the best interest of the HRM to garner options in solving the situation (Beardwell and Claydon, 2007: 683). There are various options that could be used in containing this situation without disregarding the views of the workers. For example, a research in the affected subsidiaries would expose the situation and how it arises. After noting the points of contention, the HRM should design ways of solving the situation taking into account the views of the workers and organisation's interests.

Recommendations

There are various ways of solving issues in an organisation, especially when there is conflict of interest. First, the organisation should design a mode of communication where all the workers and managers understand the values that guide operations. In many instances, organisations ensure they teach workers and managers the benefits of effective communication. Effective communication is where information is relayed from one person to the recipient without confusion or misunderstanding. In this situation, there are two groups of workers that do not understand each other. Therefore, conducting classes to educate the workers on the need for effective communication would be desirable. Such workers would be in a position to solve the stalemate. Secondly, the organisation has to structure a form of

management where the managers have effective control over the workers (Beardwell and Claydon, 2007: 688). Line management would be achievable in such a management setting. Lastly, controlling the effects of unions in regards to the performance of the organisation would assist a great deal. Clear stipulation of the rules that govern the organisation and the limits of the unions' powers would be achievable. Nevertheless, the organisation should embark on pushing for a single union which will hugely assist in quick decision making.

Reference

Beardwell, J. & Claydon, T. (2007) Human resource management: a contemporary approach. New York, Financial Times/Prentice Hall.