

# Procurement process\_3

Business



Procurement Process\_3 Question In relation to the article ' Be a Global Risk Manager' by Eric Krell, the risks that are associated with the deployment of employees can be apparently observed. In order to determine the methods for planning risks that might be used to solve or mitigate the above discussed risks, professionals are required to adopt mobility in their respective approaches and operations. The professionals in this regard ought to follow certain decisive steps in order to manage the risks associated with employees' deployment and varying business setting. Moreover, the professionals require constantly monitoring the employees with the aim of ensuring employees' safety, developing immigration laws and employment tax based regulations. In addition, the professionals are also required to be equipped with broader decision making capabilities so that they can make effective decisions in order to mitigate the risks attached with employee deployment (Krell, 2012).

#### Question 2

In the present changing business scenario, business professionals are required to identify risks that are associated with management and deployment of human resources (HR) in terms of monitoring the operations of the employees relating to their temporary along with permanent assignments. In this respect, the mobility professionals recognise HR risks by constantly monitoring the activities of the employees for the purpose of mitigating unfavourable impacts in relation to security as well as logistics, family dynamics and effects of cost cutting. In order to address the HR risks, the mobility professionals should possess adequate knowledge along with expertise on different grounds that include financial acumen, immigration law, importance of preserving effective employee relation and knowledge of <https://assignbuster.com/procurement-process3/>

taxation among others. The two key criteria in accordance with which professionals should evaluate family issues posed by personnel include decision making and business needs (Cascio, 2010).

### Question 3

In relation to determine the effect of poor project screening methods, the provided article signified that this particular method unfavourably affected the operations along with the performances of business organisations. This might be owing to the reason that ineffective screening methods lead towards inappropriate management of employees, which eventually results in higher employee turnover. This could be regarded as one of the imperative aspects, which demonstrated by the provided article concerning the effect of poor project screening methods on a firm's ability to manage employees effectively (Krell, 2012).

### Critical Evaluation

The present business environment can be apparently observed to change substantially due to increased number of expatriates and gaining momentum of globalisation among others. In order to adequately approach the concept of risk resource management as described in the article, it can be affirmed that the business organisations are required to adopt effective measures with the intention of managing business operations and employees efficiently. In the context of determining the conception of risk resource management, HR managers often play an imperative role in the management of employees belonging to different background along with culture. Thus, HR managers should adopt effective measures that encompass training and development based programs and performance management among others with the objective of ensuring that an effective

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working culture is maintained in a specific organisation. In this respect, HR managers are required to be flexible in their approaches, ensuring that policies can be modified on the basis of changing business environment and market conditions (Plessis & Beaver, 2008; Pearson Education, n. d.).

#### References

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