

Managing human resources

Business



Managing Human Resources Anderson writes down the key articles related to employee management as expatriate selection and related failure factors, management of offshore personnel, for example missionaries and the repatriation process of management. First, the managers must endure in the expatriate selection process, which enables them to choose the best person for the offshore expedition. The process enables managers to identify the degree of qualifications among prospective employees. In order to manage offshore personnel, they should define the foreign culture and thereafter choose employees who seem adaptive to the target culture. Whenever the missionaries fail to adapt or coagulate with the foreign culture, repatriation becomes a necessity. The organization recalls the missionaries back to the home country, and this reduces the risks of losing foreign ventures entirely (Anderson, 2005: 57).

The use of technology in the recruitment process established by Callaghan and Thompson relate all activities closer to the employee activities. The point is that, the management must establish the communication medium that will effectively relay information within the organization. Secondly, employees are the point of consideration in telemarketing. Whenever a customer makes a call, the employee should answer the questions with the utmost degree of concern to solve an issue rather than turn emotional and furious. The management may consider evaluating the work relations among employees in a communication service oriented firm. The best employee should bear technicality in handling tasks, be of a good personality, easy to communicate, and always exhibit competence in performance of tasks (Callaghan and Thompson, 2002: 35).

The third article analyzes human resource management on the diversity
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posed in different nations in the globe. The political stature prevailing in every economy affects the businesses and labor relations accordingly. Communists' states implement practices that tend to utilize labor for the country's benefit and not for the sole worker. On the contrary, capitalist states ensure that employee work to earn the agreed amount of money as they deliver services to the organization. Most of the countries emphasize on interviewing a prospective employee prior to employment. The firms must outline the various qualifications that the employee holds in relation to the job. It is advisable for the management to establish the cultures comprised in the organizations, from one geographical region to another (Chapman and Webster, 2003: 68).

The fourth article describes the importance of record keeping on the number of workers they manage, their names, and characters in the line of duty. This facilitates the organization with relevant data on deciding the basis of questionnaires. Human resource managers find research as a critical tool to success bearing in mind that, all employees have to undergo scrutiny to establish their capabilities and their views towards the organizational performance. The importance of the hiring process is to enable an organization refurbish the working environment with new staff. There is likeliness that, the organization's staff will enhance performance, as they fear to fall prey of the retrenchment process. Every time that an organization staffs the organization at various levels, boredom will reduce accordingly as workers seem to perform their tasks with new spirits. Conclusions are that', every organization should realize the above aspects in tackling human resource related issues (Huo et al, 2002).

Bibliography

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