

Managing human capital assignment

[Literature](#)



**ASSIGN
BUSTER**

a. Do you think it is a good idea on the part of any management to award employees with merit issues? Why or why not? Discuss and debate. What factors should management consider in your opinion?

Substantiate with many relevant organisational examples.

(Discussion on how to motivate employees at the workplace should be seen as it has become a challenge for employers today. Some Employers do give ESOP, Profit sharing, Scanlon plan, Annual Bonus, Gain sharing and Merit plans. Give relevant examples)

b. Some organizations do a thorough job analysis first and then human resource planning as part of a restructuring process. What makes more sense to you? Why? If actual performance of the human resources plan differs from desired performance, what remedial steps might you use?

Guidelines: 1. Thorough literature review must be evident. 2. Discussion on the factors that need to be considered when increasing pay should be undertaken. Discussion and debate on the importance of job analysis and HR Planning should be seen and which is important should be specified. 3. There must be sufficient linkage between theory and practice. 4. Harvard style of references should be used.

Motivation is based on giving people an appropriate combination of rewards and employees need an awareness of the possibilities for them at work and the freedom to choose options and goals. Most individuals need to feel they have responsibility and the power to influence results by their actions. People have their own priorities in relation to the rewards they get from work. Rewards may include money, recognition, friendships, security, the

challenge of new projects or a sense of doing something worthwhile and 'making a difference'. For many people, the chance to achieve ambitions is a major motivation.

Motivation or Incentives one of the most common way to increase staff motivation, incentives are given when a person or group of people have reached a particular goal or objective. Incentives can take a variety of forms and can consist of thing like a monetary reward such as a Christmas bonus, employee benefits, or non-monetary rewards such as gift vouchers.

Managing Human Capital is a deliberate and logical method that involves a company's most appreciated treasures, the individuals performing who is independently and jointly donates to the achievement and goals of the company.

In this paper, a discussion will occur in regards to rewards and recognition programs that are frequently offer in today's companies, and if they are a good idea, or not. This paper will recognize several companies that use reward and recognition programs to motivate employees, and offer additional suggestions for the readers.

Job Analysis will be identified and discussed, along with Managing Human Capital AssignmentResource planning contributions. Lastly, the paper will discuss the factors of increasing employee pay rates.