

Human resource



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Human Resource Question The report indicates that according to my personality type, I am quiet, diffident, careful, analytical and organized person who ensures that I seek equality and fairness, can concentrate on issues for a long time effectively and have a great attention for details. These strengths are in line with my future career which needs a lot of concentration and be analytical. I score highly on recognition value and achievement which then means that I will be great in my job without being unfair (<http://www.myplan.com/assess/values/report1.php?id=264436>).

I am patient, good at communication, careful and efficient and would preferably spend time with my friends and family because I am good at relationships and trust. These characteristics will come in handy in office, administrative, and social service skills which are all in line of my future career and career success. I score highly on those skills and even management skills hence the confidence that I will make a great total rewards manager or administrator.

Question 2

The future career goal that I would like to pursue is to be a total reward manager or administrator which therefore means that I will concentrate more on total reward human resource activity in order to perfect and successfully achieve this career goal once I am through with my studies. Total reward is a human resource activity that is not easily remembered or even taken seriously until the time when the staff and employees in an organization want their benefits or are claiming compensation (Mathis and John 3). This field sounds new though it is an old one but recently got a name change from compensation total rewards and motivation. It deals with issues of compensation, benefits, rewards and other valuable creations that need <https://assignbuster.com/human-resource-essay-samples/>

recognition. It requires an individual who is very analytical, patient, fair, and quiet and organized because before any reward is provided, justification based on deep analysis of the situation is required and even discretion (Kandula 6).

In a bid to achieve this goal in future and be of help to any organization that I will work for, I need to succeed in my studies and especially paying close attention to the human resource activity of total as it will provide me with the knowledge and also act as a guide to my work in future.

Question 3

Career success is defined differently by different individuals as it is mostly a personal decision and definition. Personally, career success is how much personal gratification one gets from the achievement one has so far got in his or her career level at every particular moment. The measure of personal gratification is what will determine whether one has achieved career success or not. If the level of career achievement and success at that moment is to gratifying enough, then career success has not been achieved and one cannot retire at that point. If career success is to be measured after one retires, then it will be how much gratification the individual got from his career for all those years in it. If there is gratification, then career success was achieved but if not, gratification will be minimal or simply non-existent.

Work Cited

<http://www.myplan.com/assess/values/report1.php?id=264436>

Kandula, Srinivas. Strategic Human Resource Development. Delhi: PHI Learning Pvt. Ltd, 2004. Print.

Mathis, Robert and John, Jackson. Human Resource Management: Essential Perspectives. New York: Cengage Learning, 2011. Print.

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