

Human resource management and information management (mba) pro 8

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Dealing with challenges faced during HRM production due: HRM is the process by which employees are hired and developed so that they can become more important to the organization. It includes conducting of the job analysis, planning the personal needs of the employees, recruiting people who can do the job at their best, training and orienting them, managing the salaries and wages of their employees, evaluate the performance of the employees, and resolving disputes among many other responsibilities.

As every other department in an organization comes across some problems, this department is no different. It comes across various problems but it is well informed on how to deal with the problems they come across. One of the solutions is motivating the employees. This is the best way to deal with this problem. Motivating the employees is the act of making them feel important and needed in an organization. This is a challenge for the managers but once it is implemented, great changes can be observed in the organization (Brewster & Harris, 1999).

When employees are motivated, they always produce quality work. This is because they are seen as important stakeholders of an organization. This leads to the success of an organization since they are also able to keep good relations with the customers. Every employee is happy when their work is appreciated thus they even try harder which is very important in an organization. It also helps in retaining the employees in the organization for a longer period. When the HRM department is able to motivate the employees in the organization, productivity levels increase. In a case where the employees are allowed to air their suggestions, the organization really develops. This is because the employees have some experiences and they

always suggest for what will best benefit the organization (Brewster & Harris, 1999).

References

Brewster, C., & Harris, H. (1999). *International HRM: contemporary issues in Europe*. New York: Routledge.