

# Human resource management practices

[Business](#), [Human Resources](#)



Human Resource Management Practices Number October 2, Faculty Human Resource Management Practices There is an apparent connection between the organization strategy and human resources management. While organization strategy seeks courses of action that best achieve the organizational goals, human resource management concerns itself with the management of human capital (Armstrong, 2014). People are the ideal means through which organizational strategies are implemented. An organizational strategy is therefore founded on the capabilities of the personnel that is recruited, trained, maintained and developed through human resources management function (Armstrong, 2014). Internally, the employer faces the challenge of understaffing and lack of people with expertise in the major fields of practice. There also exists a weak human resource management department. Externally, the employer is faced with stiff competition from other employers offering competitive employee benefits. Many employees with specialized skills have been poached from the company.

#### SWOT Analysis:

Strengths- good working relationships with the employees. Ability to understand the needs of and challenges facing the workforce.

Weaknesses- Poor compensation for workers, understaffed organization.

Opportunities- Availability of qualified personnel that are willing to learn including graduates that can be taped and trained to improve organizational performance.

Threats- A highly competitive environment with organizations that offer better salaries for trained workers resulting in the problem of poaching.

The challenges that the employer is facing can be addressed through human resources management practices to improve the employer's competitiveness. There is required a strong human resources department that is well equipped for the organization. To ensure the attraction and retention of people with quality skills and competence, human resources management practices of work-life balance, training and development and compensation must be effected (Armstrong, 2014). There should be instituted flexible working schedules for the employees and training and development to ensure that employees have the necessary skills, and there exist proper promotional procedures. Employee motivation should be cultivated through a comprehensive review of the compensation practices to make the organization competitive and secure its workforce from poaching.

## References

Armstrong, M. (2014). A handbook of human resource management practice. London: Kogan Page.