

Human resources management problems

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



HP is one of the biggest computer companies in the world. Stanford University classmates Bill Hewlett and Dave Packard founded HP in 1939. The company's first product, built in a Palo Alto garage, was an audio oscillator—an electronic test instrument used by sound engineers. One of HP's first customers was Walt Disney Studios, which purchased eight oscillators to develop and test an innovative sound system for the movie *Fantasia*. (<http://welcome.hp.com/country/cn/zh/support.html?pageDisplay=support>) Around six years, HP never stop innovate.

In 70s HP continues its tradition of innovation with the introduction of a new array of computing products. Foremost among them is the HP-35, the first scientific handheld calculator, which ushers in a new era of portable, powerful computing. HP continues to look for new opportunities around the globe, laying the groundwork for an eventual joint venture with China over the course of several trips by HP representatives to that country. The decade is marked by significant growth in earnings and employment, with HP passing the \$1 billion mark in sales in 1976.

The company will pass the \$2 billion mark three years later in 1979. Toward the end of the decade, Bill Hewlett and Dave Packard delegate day-to-day operating management of the company to John Young. (<http://www.hp.com/hpinfo/about/hp/histnfacts/index.html>) In the 80s HP makes its entry into the printer market with the launch of inkjet printers and laser printers that connect to personal computers. HP's high-quality, inexpensive inkjet printers spell the end of dot-matrix printers. The HP LaserJet printer line, which debuts in 1984, goes on to become the company's most successful single product line ever.

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The quality and reliability of HP's printers make HP a highly recognizable brand by both consumers and businesses. Near the end of the decade, HP is recognized for its rich past as well as for its technological advances and products. The garage where the company started is declared a California historical landmark, and HP celebrates its 50th anniversary. In the HP is one of the few companies in the world to successfully marry the technologies of measurement, computing and communication.

The company makes new advances in portable computing, enters the home-computing market and continues to invent new printing and imaging solutions. For most of the decade, HP enjoys growth rates of 20 percent. At the beginning of the 21st century, HP focuses on simplifying technology experiences for all of its customers, from individual consumers to the largest businesses. With a portfolio that spans printing, personal computing and IT infrastructure, HP grows to become one of the world's largest IT companies. ([http://www. hp.](http://www.hp.com/hpinfo/about/hp/histnfacts/index.html)

[com/hpinfo/about/hp/histnfacts/index. html](http://www.hp.com/hpinfo/about/hp/histnfacts/index.html)) * Human Resources Management Problems of HP: Recently there have some problems about human resource management which are recruitment selection, employee's development and training and reward problems. Some problems exist in the recruitment process. Recruitment includes internal and external or could also be online and involves the stages of recruitment policies, advertising, job description, job application process, interviews, assessment, decision making, legislation selection and training.

Examples of recruitment policies within HP healthcare sector and business or industrial sectors could provide insights on how recruitment policies are set and managerial objectives are defined. (<http://www.slooy.com/html/slooy9/20060925/4437.html>) Some employees have inadequate skills and knowledge. Training should not be regarded as a luxury to be undertaken when time and budgets allow. Law training of HP employees is one of the human resources management problems. Nor is it wise to think of training as remedial, as a matter of shoring up weak employees or fixing problems.

In a successful program, the training unit acts not like a group of physicians who minister to organizational ills, but rather as an agent of change. Senior management recognizes that the training function has valuable intelligence about employees' core skills. The training unit, in a successful program, understands the HP organization's strategic direction and can design and implement a creative way of moving people in that direction. (<http://blog.sina.com.tw/collinsuen/article.php?pbgid=31101;entryid=572837>) HP's CEO Watson's view is that this blinkered approach is bad for both staff and customers in equal measure.

Where training is inadequate or even non-existent," he states. " Moreover," continues Watson, " many HP management teams seem to be resigned to the realities of a rapid staff turnover, which engenders poor staff morale. This, in turn, results in personnel failing to take responsibility for their own actions, leading to ever worsening customer satisfaction rates and staff absenteeism. Managers need to realize that these high rates of attrition are

principally caused by poor training and management techniques, allied to rapid technical change, which inevitably disorients personnel.

(<http://www.summittraining.co.uk/news-detail>.) Some problems about the HP employee reward system. They complained about unfair salary. In payment matters employees are principally concerned with purchasing power, fairness and recognition of effort and skills. HP should be concerned with recruitment, retention, motivation and minimizing the wage budget.

Employers are restricted in pay matters by the law and the realities of their product markets. (<http://en.allexperts.com/q/Human-Resources-2866/Reward-systems.htm>)

Causes Lack of specialist skills and experience are the two factors for these recruitment difficulties in the HP Company. In response, HP is increasingly employing people without all the necessary skills or experience, but who they judge have the capacity to grow into the role. This is the most popular initiative taken in response to recruitment difficulties. Inadequate training leads to employee lack of knowledge. The knowledge includes HP special working skill and soft skill.