

Describe your  
program of study, you  
goal or expectations  
for the practicum

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



During my tenure MA in management, I have taken many courses that accumulate to my acumen. One of the best courses I took was business management.

Business management allowed me to harness my growth in a superior way. I also took healthcare information systems, accounting, and managerial leadership to harness my growth.

My focus is in HR Global professional services firm in which my aim is to accumulate multinational employers showing that most intend to increase the number of employees they send on both long-term and short-term global assignments over the next two years. While some employers have large, mature mobility programs with hundreds of expatriates in dozens of countries, others have small, newer programs. Yet all want to attract the right employees and send them on the right type of assignment for the right amount of time, all while controlling costs and the amount of effort it takes to administer their programs. One of the most interesting elements about Human Resources is the fact that it allows me to understand employee motivation. I find employee motivations as a pinnacle of Human Resources. Another major point that I find intriguing in my course of study is leadership. They are keen developing on employees by performance management systems leads to a better job improvement because employees are invested in the program itself and are willing to work hard. Most employees feel that they are happy with the goals of the organization as tuition is covered, work from home is a flexibility, and goal is inevitable. However, many employees also felt that growth is limited over short-term is not feasible. Additionally, larger organizations are known to segment its work in smaller departments, which can ruin personal development. Overall, the consensus was clear that

larger organizations have a difficult time keeping the employees happy according to this theory. Senior executives are keen on the management practices rather than training employees on technical training. The vision of the organization is to be the key innovation while harnessing employees. These factors can be: job security, flexibility, future for themselves, and pay scale. These factors can be measured to truly understand the quality of employees because these are the qualities that measure job importance. This is detrimental to overall growth of the company that is trying to achieve new goals, especially in sales. Employees can often lose interest with the workplace when they feel as though their hard work isn't being recognized and there is no future for them. Employees often ask themselves, "Am I a fit for the company as it progresses to the near future?" Hence, it is imperative to take into account of not only preparing the employees for the future, but provide them with incentives and give them a bright future.

Leadership is stemmed for experience or the desire to succeed beyond others. In sports, leadership is fuelled by motivation to be the best, make peers proud, and have the gratification to be the best. One of the best leaders that the 21st century leadership has witnessed. It is clear that great men such Zuckerberg and Steve Jobs, took a risk for their American dream and it paid off well. Success in my opinion is where luck meets opportunity. Leadership is undeniably stemmed from an inner motivation to excel and lead a group of individuals to a collaborative success. This is such a crucial aspect because some crave leadership because it puts them in power. Steve Jobs exemplified leadership because of the fact that he had keen attention for product excellence. The whole company strived for product excellence,

which manifested in Apple. A keen attribute of good leader is that they pay attention to detail.

#### References

Fay, J. J. (2011). Contemporary security management (3rd ed.). Burlington, MA: Butterworth-

Heinemann

Fortune. (n. d.). 100 Best Companies to Work For 2009: Full list. Retrieved August 21, 2014, from [http://archive.fortune.com/magazines/fortune/bestcompanies/2009/full\\_list/index.html](http://archive.fortune.com/magazines/fortune/bestcompanies/2009/full_list/index.html)