

# Productive human resource case study examples

[Business](#), [Strategy](#)



An organizational mission is a statement that describes and explains the purpose of an organization's existence by narrowing the broader view of the organization.

A strategic direction is the information resource that provides strategic thinkers in the management with analysis of necessary activities and steps primary to attainment of management's set strategic goals.

Its important to link the organizational goals, the activities and responsibilities of staff in the organization because it assists the supervisors and the management to manage the employees performance as well as ensure the staff are responsible in their work and are also working in line with organizational expectations towards achieving goals and objectives.

The management can build commitment to the organizational goals by embracing different employees' talents, developing them and placing the employees where most appropriate for both individual and organizational growth. This helps the staff to grow together with the organization and achieve the set goals. This also assists in making the employees achieve their individual goals; placing them in a position they are most effective helps them be more committed and reduces employee turnover. It also promotes accountability and commitment towards achieving organizational goals.

Some expectations the organization may have about their operations include:

Reduced costs of operations, Effective and efficient processes and procedures, Attaining a competitive advantage, and A successful organization culture.

There are some incidents that may impact on the success of the organization in achieving its goals and they include employees striking, embezzlement of funds, lack of employee motivation, accidents such as fires, natural calamities, and change in consumer needs among others.

When you are leading people within an organization you must build trust, confidence and respect. One of the effective ways to do this is to become a positive role model.

It is important to be flexible and adaptable when implementing change across the organization. It is also important to provide opportunities for staff to be consulted especially when making decisions about work practices. External groups should also be consulted when making decisions.

Building a team that is trustworthy and focused on achieving organizational goals is to develop clear communication strategies, train team members how to give and receive effective feedback and appreciate the diversity of skills that exists within the team.

An organization should have risk management practices to ensure that it has ways of dealing with uncertainties and accidents that may arise (Kinicki & Kreitner, 2008). This reduces the losses incurred when such events occur. Risk management practices are also helpful in monitoring the probability of unfortunate events occurring. These strategies should be consulted to

ensure that decisions made have incorporated the existence of uncertainties in their formulation and application. Consulting these strategies will also help ensure that risks are transferred to a third party, reducing the probability of a risk occurring, and accepting the consequences of a specific risk.

An organization should have a good relationship with the community and media as the support from these two groups gives the goodwill to work in the society. When these two groups support an organization, they appreciate its achievements, and understand its shortcomings. Since the media is a good marketing platform, a good relationship will help ensure the media discusses the organization in a positive manner in the public domain.

Assigning accountabilities and responsibilities to a team is giving a team authority to control itself and everything the team does is answerable or actionable. It also means taking care of a team's needs and duties.

Presenting an attitude that is approachable and positive is good since it makes your subordinates see that you are willing to help and available to them.

Encourage the team to have free communication when it comes to work issues. This is to ensure that people do the right thing and also to ensure that people keep track of the manager's expectations

Interaction with people is very good. One can interact with other people during lunch break or even by organizing birthdays for the people of the workplace.

This is the assignment of duties to a group or team. Delegation of duties helps in finishing work early and avoiding lateness in work and in most cases produces quality work since the person doing the work is not one hence no fatigue.

Delegation of work to people is good since it gives people a wide thinking capacity of how to go about solving problems in their work.

Getting people together in the work place is important in promoting innovation. For instance in the public relations section people get together to share thoughts, develop campaign and finding something that works.

Knowing the problem helps in creativity and innovation. This is because at least people can know what they will be looking for in a problem.

Involving people in solution getting is another way where people are allowed to give their own ideas in getting solution

Adopting business ethics is using values like caring, responsibility, trustworthiness, fairness and citizenship as their foundation for their work place. Situational - The model has 4 quadrants that look at the amount of support to be provided to a person and the level of skill that they have. The model acknowledges that people will need different leadership approaches in different situations.

Dictatorial- This leadership style is based on mainly controlling where the leader makes the decision without consultation and controls the activities of staff at all times. It assumes that workers cannot be trusted to get on with the job, they have no motivation to work and that they need to be controlled.

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Laissez-faire- This is an approach that allows people to do their own thing in their own way. It is a free way of operating.

Coaching- This approach is very supportive, helping staff to reach their goals. Can be time consuming and can look like the leader is micro- managing at times.

Collaborative- This style is one where people are involved in decision making processes and the leader is more of a guide than a leader.

It is important to adopt different styles of leadership on different situations because different situations require different styles of leadership (Robbins & Judge, 2010). It is also because each and every situation requires different ways of tackling with issues.

Attending conferences that talk about leadership.

Involvement of group activities where you are the leader.

Attending seminars.

Brain-storming ideas with other leaders.

Acquiring feedback on leadership styles

Group participation allows one to gather information. This because a group allows one to interact with one another and by doing so there is exchange of information.

It also promotes interpersonal and intrapersonal hope. In one way or another any one is valuable to others.

A sense of isolation is reduced in group participation. When one participates in a group, the loneliness of tackling issues becomes more but when in a group it is easier to tackle issues.

## **REFERENCES**

Robbins, S. & Judge, T. (2010). Organizational Behavior. New Jersey: Prentice Hall

Kinicki, A. & Kreitner, R. (2008). Organizational Behavior: Key Concepts, Skills & Best Practices. New York: Mc-Graw Hill/ Irwin