

Hrm 300 week 1

Business, Management



Human Resource Management Overview Introduction Human resource management (HRM) has evolved into a huge industry in the business arena. The evolution and advancement of technology has created a global platform for HRM. The effect of globalization in many organizations has opened the door for HRM, and it is a crucial component for a successful business strategy and plan. This paper will define HRM, and discuss HRM's primary function and role in an organization's strategic plan. What is human resource management? HRM is comprised of the staffing, development, motivation, and maintenance functions. Each of these functions however is affected by external influences" (DeCenzo & Robbins, 2007, p. 50). In HRM, staffing involves strategic human resource planning, recruiting and selection. It is important to select the right people for your organization. Recruiting is critical because it can make or break your business. Training and development consists of equipping the employees with the necessary skills and knowledge. Successful businesses have a vested interest in the employees.

Inquiring about employee goals, family, strengths and weaknesses, and using that information to assist him or her in reaching their potential can improve productivity in your organization. For example, my company offers tuition reimbursement. That is an excellent benefit to take advantage of because I value education. I have a personal goal to obtain a MBA. Because my company is paying for my education, it serves as an incentive for me to continue working for the company and strive to move up the corporate ladder.

In turn, my company reaps the benefit of the skills and knowledge achieved from the training and development. The maintenance aspect of HRM involves communication and safety and health. This portion of HRM is concerned with the well being of employees, and enhances the nature of the job and personal life of the employees (DeCenzo & Robbins, 2007). OSHA was implemented under the government to protect the employees in regards to his or her physical safety. The contract on which I work at the U. S.

White House consist of several constructions projects that Some people have to wear steel toe boots, safety glasses and ear plugs in order to prevent possible injuries. This is mandated in areas that could be hazardous. What is the primary function of HRM? The primary function of HRM has changed drastically because of Federal and State laws, new requirements with employment practices, and involves hiring the right people. Because of the changing technology the primary function of HRM is recruiting people with higher skill sets.

Organizations now need people with higher level degrees and certifications in the computer field. The reason for this mandate is because information systems are becoming more complex and ever changing. New recruits must be trained on new software programs. Employees have to be able to adapt and be critical thinkers in order to stay up-to-speed. In addition, employees have to be trained and specialize in various fields. What is the role of the HRM in an organization's strategic plan? HRM has various roles in an organization's strategic plan. HRM must therefore balance two primary responsibilities: assisting the organization in its strategic direction and representing and advocating for the organization's employees" (DeCenzo &

Robbins, 2007, p. 34). HRM has a vital role in an organization, and “ must be forward thinking” (DeCenzo & Robbins, 2007, p. 34). HRM must work with management in order to accomplish the strategic plan. They must be in line with the company’s vision and mission statement in order to assist the organization. Determining ways to cut cost, but still maintain higher productivity is one way to help the business.

HRM can also perform inspections throughout the organization to weed out weaknesses in operations or functions, and unproductive employees (DeCenzo & Robbins, 2007). Making a few necessary adjustments by holding weekly meetings can make a big difference in implementing and monitoring the progress of the strategic plan in an organization. My company performs weekly productivity checks to keep the organization strong and fluent. We are required to report to the supervisor each week providing status on our tasks and progress, and share our ideas on how we can improve.

Conclusion In conclusion, HRM is a crucial component in today’s business arena. Technology and globalization have broadened the scope of HRM. Information systems and global recruitment efforts increase the complexity of HRM. Throughout this paper, we have defined HRM, discussed its primary function, and determined how it impacts the strategic plans of companies all over the world. Reference DeCenzo, D. , & Robbins, S. (2007). Fundamentals of Human Resource Management (9th ed.) by DeCenzo & Robbins. (9th ed.). Hoboken, NJ: John Wiley & Sons.