

Discussions' questions-managing human resources

[Business](#), [Management](#)



MANAGING HUMAN RESOURCES Managing Human Resources Mentoring is often defined as a professional relationship between two persons which can either be formal or informal. In this process a knowledgeable and experienced person an experienced person assists the mentored in developing special and specific skills and knowledge that will enhance him or her in personal and professional growth. A mentor helps the less skilled person learn in a better way than he could have learnt slowly or not at all without the mentor. In my life I have had both formal and informal mentors. Both mentors have the task to educate me about certain topics that am not very confident in. They also advise me on particular issues about life and how to handle certain matters. Formal mentoring have assisted me with useful systems and resources that have helped my growth and development in terms of education and career. My formal mentor creates a protected learning natural environment for taking dangers and also focuses on my total development. The informal mentor was more useful than the informal mentor since I was closer to him and I could disclose all matters of life that were disturbing me. This included such matters as my relationship with friends, family and colleges. I found informal mentoring more natural and it has helped me a big deal in social development. The main tasks of the mentor are to provide challenging assignment, coaching increasing my exposure to different scenarios of life. Informal mentoring is a very useful tool in modelling my career and personal growth and development (Armstrong, 2000). People leave their jobs due to varying reasons. In most cases people are not satisfied by what the job is offering and decides to leave the job voluntarily. This happens when the employees are not satisfied

with the amount of pay the employer is offering, this stresses the worker since he or she cannot make the ends meet with the current amount of money and thus they decide to leave the employment to look for a well paying job. Other cases are when the employment is not providing the desired working conditions. This includes annual leaves maternal leaves and lack of compensation in case of loss in the line of duty. Working hours can also make workers leave their jobs. When an employment does not offer any time for leisure the worker feels overworked and may decide to terminate the employment. People have different goals in any employment, some take a job due to its high pay, other take a job due to its best services as compared to other employments, and others work to achieve self actualization. If employees do not achieve self actualization as desired they may choose to leave the job (Armstrong, 2000). A major is able to know possibility of an employee terminating his employment through frequency of lateness to work, lack of self motivation, rudeness of employees or lack of cooperation. At times employees will submit their complaints through open talks to their managers and supervisors. If the manager sees these signs he should consult the employees to know what he can do to retain them. To reduce the pain of termination of employees, an employee whose employment is terminated by an employer is entitled to redundancy pay in accordance with the terms of a notional agreement preserving a State award. Whenever the company wants to terminate employment terms, it should hold a discussion with the employee and the union to assess whether the redundancy is necessary. An employee whose services are to be terminated should be provided with severance and additional payment. The

company should have an agreement with the employees on the amount to be awarded to them in case their services are terminated. In such agreements, a worker who has worked for less than 45 years and has provided two years of service should be rewarded with a larger amount than that person who has worked only for a short period of time and is below 45 years. To ensure that termination of one employee is not painful to the other employees in the department the manager should provide a replacement in time. The replaced person should have equal or more competent to as compared to the employee whose services were terminated. Where a worker is terminated an alternative job should be provided to them, or be transferred to smaller paid obligations by cause of redundancy. Enough notice should also be provided. The identical period of observe should be given as the worker would have been deserving to if the paid work had been terminated and the employer may, at the employer's choice, make payment instead of an allowance identical to the distinction between the former commonplace time rate of pay and the commonplace time rate of pay for the number of weeks. (Cabrelli, 2010) If the employer decides to terminate an employee's service, he should ensure that he has provided them with a number of privileges and may furthermore deserve to redundancy pay. All employees under observe have the right to: (Ware, 2007) • A test time span in the alternate function without losing any right to redundancy pay • Sensible time off to gaze for a new job or organize training. References Armstrong, M. (2000). Strategic human resource management a guide to action (2nd Ed.) London: Kogan Page. Cabrelli, D. A. (2010). Employment law

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