

# The human resource management strategies at best buy research paper examples

[Business](#), [Company](#)



## **Abstract**

The companies have integrated science of human resource management intensively lately, and therefore, the relevant department is aligning itself with the overall strategy of the companies those operate in all parts of the world. The employees at Best Buy has to remain on their toes in order to carry on with the jobs, and the managers are using different kinds of methods in order to monitor the performance of the employees. The company is a retail store, and therefore, its commitment to sales management and hiring dynamically trained marketing agents go along with the aggregate vision of Best Buy. The company is also offering health insurances and causality coverage to the workers Best Buy remained an undoubted champion of the industry by not only generating substantial amount of sales over the years, but at the same time, the employee relations were receiving adequate attention..

## **Introduction**

The companies have integrated the science of human resource management intensively of late, and therefore, the relevant department is aligning itself with the overall strategy of the companies those operate in all parts of the world. With the passage of time, the organizations have further defined and divided the concept of HRM into four functions. The HR department has to hire people through the rigorous process of recruitment and selection.

## **Training and Development**

Best Buy then provides training and development services to the employees so that their skills can be brought up to the speed with the leading standards of practice in the industry. The managers decide the compensation levels of each participant, and the company strictly adheres to minimum wage rate, and afterwards, the management calculates the strategic value of each role in order to balance the nature and volume of periodical payments those the person will receive against their services to the company. Finally, the company is not lagging behind in following OSHA health standards in order to save the employees from experiencing harm during the performance of their jobs.

## **The Knowledge Management**

Best Buy is a leading online store in the world, and therefore, the sales are growing with the close of each financial period, but one has to look deeper in order to find out that the employees of the company are working day in and day out to contribute to the skyrocketing profitability of the organization that is directly competing with Amazon. com and the fight for industrial supremacy is developing cutthroat with the passage of time. The role of Best Buy's Human Resource Department is comprises of the facilitation of learning that the employees will apply in order to serve the organizational objectives in a better and improved manner. However, the department is overly aggressive in terms of planning lectures and trainings so that the workers can develop new skills and shred off the obsolete ones to say the least.

## **Recruitment and Selection**

Furthermore, the company is not hiring extensively during the past few years because the organizational management is adamant that they have to use cost reductive regimes in order to enhance the profitability, and the company is following performance oriented compensational model, and that allows it to strategically rate the practical value of each person, and every resource in this regard attempts to give his or her best in order to have increases in pay, and the promotional decisions are also taken in the light of recent value provided to the organization by the specific individual.

## **The Application of Vestibule Training**

The company does not provide on the job training in order to ensure that trainees cannot commit mistakes while performing actual jobs, and therefore, the customers might feel awkward about the service experience that they are receiving from a world class organization. The organization therefore uses the model of vestibule training that creates an artificial environment that has striking similarities with the actual working environment, and the employees are given periodical trainings, and the focus always remains on the need to have a selling system that does not crash, and the Information Technology department has to assume a leading character in this regard, and the sales unit also receives a secondary priority, and the world's leading marketing gurus come along to deliver lectures about various dimensions of selling as an organizational practice.

## **Simple and Short Communication with the Customers**

The appeal of the organizational efforts to sell membership coupons and online vending products should be kept simple, short and relevant to the specific client, and therefore, the organization has to use direct marketing in order to reap maximum results in the attached area of the organization. The employees at Best Buy has to remain on their toes in order to carry on with the jobs, and the managers are using different kinds of methods in order to monitor the performance of the employees. Secondly, the company hires people who can engage in teams without much of a problem, and the multiculturalism is the most horrifying factor that the employees at Best Buy face because they have to ensure that they get the word across effectively, and the customers have to assure that they understand the conversation, but the company has recently divided its sales force in order to manage sales through specifically trained individuals who can manage customers from peculiar geographical locations.

## **Healthcare and Employee Rights and Safety**

The average employee has to serve eight hours a day, and the option of flextime is also available for them, and the workers enjoy a relaxed and cozy environment that values the elements of teamwork and collaborative management. The attribute of communication is the most important one in regards to ensuring organizational effectiveness and efficiency. The company is a retail store, and therefore, its commitment to sales management and hiring dynamically trained marketing agents go along with

the aggregate vision of Best Buy. The company is also offering health insurances and causality coverage to the workers

## **Size of Workforce, Vision, Mission and Organizational Culture**

Best Buy is harboring more than 140, 000 employees worldwide, and the major offices are located in America and Canada. However, Best Buy is focusing on supplier relations those remained a neglected reality in the years of operations, and the organization is reportedly planning to integrate the commercial philosophy of backward integration in order to drive down the costs of selling products by managing their production as well. Best Buy remained an undoubted champion of the industry by not only generating substantial amount of sales over the years, but at the same time, the employee relations were receiving adequate attention. The managers are available to the employees, and the communications take place in the friendliest environment, and the workers fearlessly bring their concerns and ideas to the management, and the managers assign project teams in order to explore the identified avenues of growth as well.

The joint mission and vision statement of the company states that “ Our formula is simple: we’re a growth company focused on better solving the unmet needs of our customers—and we rely on our employees to solve those puzzles. Thanks for stopping”.

The organizational structure does not support a rigid culture, and the company has flatter design so the communication can exist as real advantage and most prominent highlight amongst the other less significant, but adequate practices. Best Buy is also holding dear the concept of social

relations those cause the customers to return as they consider the sales team polite and ethical. There is no formal department that manages the employee relations as the managers have to solve the problems those the workers confront, and the level of frankness between the operational and managerial team provides an extra ledge that keeps the human relations glued together.

## **Conclusion**

The organizations have coordinated the exploration of human asset managerial roles seriously of late, and in this way, the pertinent office is adjusting itself to the general slant of the organizations those work in all parts of the world. The worker at Best Buy needs to stay on the toes in order to sustain the employment, and the chiefs are utilizing various types of techniques as a part of the demand to screen the execution of the various jobs.

Also, the organization contracts individuals who can participate in groups without an issue, and the multiculturalism is the most sickening variable that the workers at Best Buy face in light of the fact that they need to guarantee that they get the word cross adequately.

The organization is a retailer, and subsequently, its dedication to sales administration and enlisting progressively equipped endorsing specialists oblige the total vision of Best Buy. Best Buy remained an undoubted champion of the business by not just creating considerable success in selling of offers over the course of the years, but the worker relations were getting sufficient consideration as well.

The superintendents are accessible to the workers, and the correspondences between them happen in the friendliest environment, and the employees boldly convey their worries and thoughts to the administration, and the chiefs allot task groups with a specific end goal to investigate the distinguished roads of development that the company can take in the future. The leadership has to trust the employees in order to get the job done in sales industry, and therefore, the managers have to build entrusted relations with the subordinates so that the customers can have best of the services possible at Best Buy.

## **References**

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