Current law and human resources

The functional role in human resources within an organization is the streamline process to managing employees and corporate objectives to reach strategic goals. The current law in relation to human resources practices within an organization provides the fundamental mainframe to conducting activities (Hamel, 1996). The human resources management team and senior management team works together in an effort to synergize the right methodology towards effective decision making. Therefore, the usage of HR systems plays an important role to obtaining and maintains the data required to creating a learning organizational culture.

The overall commitment of the senior management team provides a winning strategy for identifying the organization internal matrix. Human Resources in the Pursuit for Creating Learning Organization Culture The role of organizational behavior in human resources management empowers the senior management team to effectively diagnose situations related to the project for appropriate action and performance within the company. The organizational behavior is a critical aspect to assist the human resources in accessing the particular skills of the internal employees within a functional organizational matrix (George and Jones, 2005). The understanding of organizational behavior from a human resources manager's perspective presents an in-depth conceptual, technical, decision making, and interpersonal skills that are required to successfully creating learning organization culture. The challenges in human resources can create multiple tasks to reaching the goals outlined in objective to demonstrating effective learning organization culture.

For instance, the team formation process is detrimental to moving through phrases of forming, storming, norming, performing, and adjourning in order to reaching the plateau of a learning organization culture. The human resources management team's primary goal in understanding the functional project organization assists in identifying the organizational behavior within the context of team building to successfully moving through the phrases (Mantel, Meredith, Shafer, and Sutton, 2008). The human resources manager utilized the identified organizational behavior concepts of the team and the functional organization to apply appropriate human interpersonal skills for applied motivation, knowledge, decision making, change management, code of ethics, style of communication, and leadership direction (Robbins, 2005)The interaction between the human resources manager and the senior management team are the stringent formed relationship that strengthens the communication matrix. The effort for sharing and receiving imperative information concerning the stages of the project tasks organizes the project for accurate reporting to stakeholders (Thill and Bovee, 2007). Therefore, the organizational behavior presents a synergy to the effective communication matrix monitored by the project manager to assure that the channel is effectively being relayed by all individuals.

The communication method determines the success of the project and defines the organizational behavior concept within the organization. Project managers play an important role in assisting the human resources department to implement change management for an objective to creating a learning environment that reinforced the indentified organizational behavior concept (Hunger, 2007). In doing so, the expectations of the completed

scope objectives are met as well as a formation of a productive project team. The skill of effective communication is the key to transferring the criteria of organizational behavior by demonstrating good decision making. The project manager's decisions provide the organized efforts to staying on message and mission objectives for conducting training to inform and inspire the internal employees and external partners (George and Jones, 2005). The decision making identifies the possible scenarios within the organizational behavior concept of the organization for a more direct approach to a problem.

Respectively, the learning organizational cultures present a challenge for the project to moving in the desired direction (Bryman, 2007). Therefore, the project managers should recreate the learning organizational cultures within the corporation environments that reinforced the specific objectives. In doing so, the demonstrated decision making to lead the cause for an effective learning organizational culture manifested from understanding the culture and securing a sufficient concept of the organizational behavior (Burnes, 2004). The identified learning organizational culture within the project environment empowers the human resource manager, senior management team, and project manager in motivating the internal teams to strive for effective learning environment (Collis, 2003).