

# Development capabilities essay



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The proper management of the human resources of an organization is one of the most important activities that must be undertaken by the organization in order to successfully function in a competitive market. It is necessary to carry out comprehensive processes aimed at obtaining the deepest possible knowledge of the employees, their professional potential, ambitions and development capabilities.

This knowledge becomes a basis for activities enabling the people employed at the organization to achieve their individual objectives and goals. Their resultant satisfaction of the job they perform will be reflected in their increased motivation and more complete loyalty to the organization, thus contributing to a better achieving of its strategic goals (Ferris, 2000). From the point of view of both economics and increased employees satisfaction, a proper allocation of staff is essential. It can be broadly stated that each individual in an organization should be placed on a post that would assure to make full use of his or her professional potential. In order to achieve such a goal it is necessary to carry out an in-depth analysis of both the human resources and the organizational structure, and the organization of work and particular work posts (Mathis & Jackson, 2004).

The HRD process starts with staffing and proceeds with planning, organizing and controlling. Staffing involves filling, and keeping filled, positions in the organization structure. It is the job of managers. Planning, organizing and controlling have mechanistic management features whereas staffing and leading are concerned primarily with human resources management.

The uncertainties in the selection and leading of people can lead to frustration of managers. Ever-growing value of human assets in the organization and management reflects importance of staffing. Researchers indicate that the competency levels of HR managers in high performing firms are significantly higher than those of HR managers in low performing firms (Stoyanova, 2005). There are many factors impacting HRM both internally and externally. Some of the internal factors include equal opportunity at workplace, resistance to change, compensation management, employee motivation levels, interpersonal relationship and communication and impact of leadership.

The external factors include trade unions, labor issues, violence at work place and sexual harassments. This paper aims to discuss in detail three of the above factors - work place inequality, interpersonal relationship and impact of leadership. In any organization, there are problems of inequality such as gender inequality, or wage inequality or racial inequality and so on. These inequalities finally lead to organizational conflicts of various kinds. This may be attributed to certain social problems and quality of life.

We need to find out the proper tools and proper information to study the problems and solve those (Lauer & Lauer, 2006). Insight on Hostile and Benevolent Sexism Psychologists distinguish between "hostile" and "benevolent" sexism (Glick & Fiske, 2001; Glick, Fiske, Mladinic, et al, 2000). The technical definition of hostile sexism is a set of beliefs about women - especially feminists: they see sexism where it does not exist, whine about discrimination when they lose fair and square, want to control men, and are

sexual teases. The technical definition of benevolent sexism is the other side of the same coin.

It is a complementary set of beliefs: women are purer, more refined, and more moral than men, and should be cherished, protected, and financially provided for. Men and women who endorse hostile sexist attitudes also tend to endorse benevolent sexist attitudes. Further, cross-nationally, men's and women's attitudes are correlated: nations with more sexist men are also nations with more sexist women. And, finally, nations with less legal gender equality show higher sexism scores.