

Bus 401 slp mod 3



**ASSIGN
BUSTER**

Human Resource Management Human Resource is an essential factor in business operations including manufacture, storage, transportation, marketing and sales. Since human intellect plays an inevitable role in all business activities, modern business world gives great emphasis on manpower deployment. Therefore, human resource management is the part of business management which performs functions like manpower planning, selection, training, motivation, evaluation, relationships building, compensation and education of employees. With intent to explore this conviction, the following session will describe the application of traditional HRM functions in Microsoft Corporation.

Microsoft Corporation is the Washington based Multinational Corporation, founded by the highly talented computer programmer Bill Gates on 4th April 1975. Microsoft Corporation rose to the peak of software world with the development of MS-DOS in the mid 1980's. At that time, candidates who wished to work in software industry were attracted by the outstanding performance of Microsoft Corporation. The employee selection process in this organization was guided by a separate recruiting department. Microsoft gave first priority to the talent of candidate rather than their qualification or other factors like their age, sex, and family backgrounds. The company knew that diverse knowledge from a diverse workforce would help the organization to achieve its objectives; and they recruited employees globally. It mainly recruited employees from campuses spending much time on the selection process in order to acquire the most brilliant employees. The selection program is usually conducted by qualified program developers and sometimes even directly by its chairman Bill Gates. The recruiting team followed a scientific and systematic method to interview the candidates and

thereby to bring out their whole capabilities (Major p. 26).

It is necessary to provide proper training to the recruited employees in order to satisfy the interests of the firm. The Microsoft Corporation had developed diversified training programs for the employees with the intention of aligning them with specific job requirements. “ The training was designed so everyone first would receive clarity of the mission and commitments or goals of the corporation” (Daft and Marcic, 161). In addition to this, the Microsoft executives implemented goal-setting programs so as to ensure the active participation of all employees. Similarly, the top executives continuously monitored the programs in order to evaluate the employees’ performance; and to make necessary changes in programs from time to time. The Microsoft also formulated self assessment programs for employees by which employees can analyze their performance themselves in comparison with their set goals. Likewise, the worldwide Microsoft employees received incentive bonuses, other additional compensations, and stock options in addition to their fixed salaries. However, since the utility of stock option programs had declined as a result of new government regulations, the Microsoft was forced to adopt a cash compensation method.

Microsoft Corporation spends huge amount for the improvement of their product and services across the world. The Microsoft makes necessary alterations on their product and services in order to fit with the interests of the host country where they wish to commence business. For instance, by considering the increased need of information technology in China, Microsoft strengthened its relationship with the country with intent to support China’s efforts on software ecosystem’ and information technology (Microsoft in China).

Reference

“ Microsoft in China. Microsoft’s Strategy and Goal in China Market”.

Microsoft. n. d. Web. 17 Nov 2010. [http://www. microsoft.](http://www.microsoft.com/presspass/presskits/ChinaPresident/documents/ChinaBG.pdf)

[com/presspass/presskits/ChinaPresident/documents/ChinaBG. pdf](http://www.microsoft.com/presspass/presskits/ChinaPresident/documents/ChinaBG.pdf)

Major, Michael. “ Software Engineering Careers at Microsoft”. Hispanic

Engineer & IT, Career Communications Group, Spring, 1989. Print.

Daft, Richard L. and Marcic, Dorothy. Understanding Management. (Edition-

6). USA: Cengage Learning, 2008. Print.