

Operational safety and health issues business essay

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Introduction

This project will study the Human Resource Strategies required to adequately facilitate the setting up of a subsidiary company of Cost Less Enterprise in Jamaica. Cost Less Enterprise parent company is a registered company with its registered office in the United States of America. It is a registered company that sells a host shoes, boots, designer shoes and handbags and accessories in the United States of America. The company has four other subsidiaries that are located in Canada, and Europe. Cost Less Enterprise is now expanding its business into the Caribbean markets and has identified the island of Jamaica to set up its first Caribbean subsidiary. The aim of setting up this new subsidiary in Jamaica is to expand our footwear and accessories business at very competitive prices while increasing our profits and maintaining a strong balance sheet and being the largest footwear and accessories retailers in the world. This study will show the Human Resource Consultant how to approach, the planning, development and management of human resources in the creation of a new subsidiary in the Caribbean Island of Jamaica. It will allow the Company to understand how to deal effectively with the intercultural and global challenges as it relates to human resources in the new location. The Caribbean is a new territory and a few challenges will include the cultural differences of the Caribbean people, technology factors, Operational Safety and Health issues, Operational challenges such as, doing business in a developing country, Jamaican Laws governing Company registration, Taxation and Employment, Labour and Industrial Relations Issues. The management will have to develop adequate plans to meet the Legal requirements for the setting up of the subsidiary,

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recruiting and employing of staff, developing adequate human resource policies and procedures while ensuring that the subsidiary will be profitable. This will also give knowledge on the human resources practices and planning that will be used and the types of training for staff, types of compensation and as it relates to employment, the types of contracts that will be use, whether full time employment or fixed term contract employment is best suited for the subsidiary and types of performance instruments that should be used for evaluating employees. The main data that will be used to do this study will be the Laws of Jamaica, industrial relations and employment matters, taxation laws ; Jamaica government documents as it relates to the setting up a subsidiary and company, governing business practices in Jamaica and parent company documents used in and Cost Less Enterprise. Additional data will come from text books pertaining to human resources planning, organizing and implementation, articles posted on the internet and other publications published by human resources specialist. The research will be conducted as follows by visiting the various government agencies and conducting face to face interviews with representatives from these agencies to ascertain information for government requirements, developing questionnaires to attract potential employees and to find how the issues below will impact the recruitment process: Cultural differences Remuneration, benefits and reward expectations Knowledge of the parent company Flexibility of working hours. Jamaican business environment The methods are most appropriate because it allows the Human Resource Consultant to get proper details regarding registration, tax compliance and other essential government requirements. It also allows for proper planning for recruitment,

compensation, and training and also for identifying the promotional activities required for recruiting the right employees. Thereby reducing the overhead costs involved in the setting up of a new subsidiary. Task 1 Five intercultural and global challenges that I may encounter based on studies in the new location are: Cultural and Language differences Technology issues Operational Safety and Health Awareness Issues Operational challenges such as Company Laws and Tax Laws Employment, Labour and Industrial Relations Issues

Cultural and Language differences

Technology issues

Operational Safety and Health Issues

This is the social, mental and physical wellbeing of employees on the job, it set out guidelines for safety, health factors, working condition within the work place among employees. This process has to involve both workers/employees and the employer for it to be successful. The implementation of these legislations will be passed soon thus in setting up the subsidiary I would like adder to rules and regulations governing workplace safety in Jamaica that are require to guarantee employees welfare on the job and portray good business standards and image. This would create some challenges has the parent company is governed by the United States rules and regulation workplace safety which is different to the requirements in Jamaica.

Operational challenges such as Company Laws and Tax Laws

Operational challenges such as company laws and tax laws are different in Jamaica than in the United States this now force the subsidiary adder the

Employment, Labour and Industrial Relations Issues

Task 22. 1The methods of forecasting that will be practice are; Computerized Forecast Ratio Analysis Trend Analysis Job Analysis HR Budget and Planning Analysis Work Study Technique

Computerizes Forecast

This is the determining of future staff needs by forecasting the firms sales, level of produce and personnel required to maintain the level of output, using computers and software packages.

Ratio Analysis

This approach utilizes the means of forecasting base upon ratios between. For example the ratios analysis between sales volume and the number of employees required.

Trend Analysis

This method forecast employment requirements on some organizational index and is one of the most commonly used approaches for projecting Human Resources demand; Annual Volume of Sales Total Number of Employees Compare the Productivity Ratio Calculate Human Resources demand Forecasted human Resources Requirements

Job Analysis

2. In setting up the new subsidiary in Jamaica there are laws that will govern the new subsidiary as it relates to human resources. There are several laws which will impact the new subsidiary these are The Employment (termination and redundancy payments) Act, The Labor Relations and Industrial Disputes Act, Maternity Leave Act, Holiday with Pay Act, The Minimum Wage Act, these laws will impact the subsidiary because of where the parent company operates from is governed by US laws. Employee rights include the right to a safe workplace, disability accommodation, freedom from discrimination and harassment, union activity, and pay and overtime j2.

3 These strategies will be used to recruit and selecting of new employees
Bring attention to the Human Resources Department
Initiation for Applications/ Sourcing Applicants
Screening Applicants
Shortlisting of Candidates
Interviewing
Selection

Bring attention to the Human Resources Department

The various functional department managers will inform the human resources (HR) department of the vacancies they have, from this they develop and list the jobs responsibilities and duties for which they are looking for candidates and forward them to HR department.

Invitation for Applications/ Sourcing Applicants

The HR department starts its search to fill in the vacancies. They will look within the organization for suitable candidates or advertise in leading newspapers and on websites for candidates.

Shortlisting of Candidates

The Human Resources department forwards the applications it receives to the departmental managers. They then use a range of criteria for shortlisting eligible candidates; these will include from academic qualifications, past working history and experience, references. The shortlisted candidates are then scheduled and contacted for job interviews.

Interviewing

Determine who will interview the potential employees and the qualities of the candidates they will need to evaluate Decide upon the candidate screening questions for the Human Resources recruiter, assign interview topics and questions to the employees who will conduct the interviews.

Selection

The chosen candidates are put through a few tests. These include a personal interaction interview, written tests, review of work samples, past credentials, presentations. This is also a step-by-step elimination process of selecting an eligible candidate. The candidate finally chosen is made an offer. This offer includes the new employee's pay and benefits, vacation and sick time, the duration of employment and so on. When the candidate accepts the offer, he or she has become an employee of the company. 2. 352. 42. 52. 6

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