

Free essay about human resource case analysis – juanita's world

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Introduction

This paper will examine the important elements and aspects of Juanita's World and present a scenario on how the organization can meet its goals and ends. This will include the presentation of a critical analysis of the situation which will be followed by a review of relevant situations and matters that will aid in the formulation of logical conclusions into the matter

Proposed Scenario

The facts of the case indicate that organization is faced with a series of HR problems and issues that has a strategic impact on the company. From the circumstances, it appears that the previous HR unit operated like the old personnel management system. A classical personnel management process includes the hiring of workers, payment of workers and ensuring the workers just carry out specific job instructions. Therefore, any improved system will be one that will make HR more strategic and meet the requirements of proper HR standards that will be vital for the survival of the company. In line with this, the following areas and aspects will be relevant and this must be a part of the proposal for improvement and enhancement of the non-profit organization:

The upgrading of the HR unit to become a strategic business unit;

The creation of a leaner organization with new job roles and activities in the organization;

Integration of legal and ethical compliance regimes;

The utilization of best practices in HR to convert human capital to noticeable

gains.

Cultural and Strategic Concerns

Juanita will have to formulate a vision for the HR unit of the company. This should include a set of ideas and goals that the HR unit hopes to achieve over the next 5 years or so. This includes important pointers and ends that are necessary to meet the top goals and expectations. At the moment, the following ideas and concepts are essential for the success of the company:

Survival of the organization;

Work within the corporate budget of the non-profit organization;

Coordination and connection with the different units in a proactive manner

When Juanita is able to play a major role in presenting a strategic integration plan and system, the HR department will have the right attitude and power to assert itself in the best way and manner possible. This will include gaining the power and ability to work with other units in order to achieve the best and most optimal results for the entire organization and partake in the decision-making process at the topmost level of the organization.

Documentation of Organizational Matters & HR Change

As it appears, Juanita is heavily putting together data and information which will help to understand and document the HR system and its issues. As it stands now, she has conducted several interviews. She has to put all of that together and ensure that there is evidence that will enable the non-profit organization to achieve the best results.

This must be done through the presentation of a report that will help to provide important ends and important evidence that will allow information to

be presented. This will be used as a basis to achieve the best results. There must be the proper collection of this data including the email interview and its related activities. This will show that there are major goals and ends. There will be a major basis through which there can be changes or request for changes in the industry. This must be presented as a major blueprint and basis for the request for changes and modification of the systems. This is because there are major requirements for changes in the company. Therefore, asking for the blueprint to be put together and sent to the US head office for changes. This should be presented for a 5-week period.

Recruitment Plan

There must be some units and aspects of the organization that has to be cut significantly. This will mean there must be the merger of some functions and the closure of some cost centers of the organization. Therefore, this will be only authorized by the top level management. Afterwards, there must be the re-evaluation of the actual duties and requirements and Julia will have to figure that out and find jobs that must be combined and which ones must remain independent and alone.

After that, there must be the evaluation of which jobs must remain operational and which one must be closed down. Now, new jobs and new employees with obligations and requirements will have to be identified. When new jobs are identified, there will be the presentation of new job requirements and new roles. Recruitment and selection is defined as the attraction of the most appropriately qualified persons and the choice of the best candidate or candidates who can fill a given job vacancy in an

organization.

Juanita will therefore have to draw proposals on the person specification to management and this will be the right person and his education, experience and ethical considerations for the newly created vacancies. This will lead to the formulation of the job requirements which will be advertised and promoted to attract new workers and volunteers. They will be advertised and promoted and new people will be shortlisted, invited and selected in order to fill the vacancies.

Once enlisted, there must be an appropriate training and preparation session that will help the workers to get the right attitude and preparation to carry out the obligations expected of them.

Performance Management

The new system must also include a form of remuneration package that will keep the staff members motivated. Remuneration must be fixed in order to attract and maintain the best and most appropriate levels of skills necessary to meet firm objectives.

As identified in the scenario, the cash gifts are not really good enough to keep the workers motivated and focused. There is the need for Juanita to present other forms of benefits in kind like food gifts to workers and volunteers. This must be tied to the contributions they make and also be presented with the hope of getting them to be motivated.

A new appraisal system must also be provided to evaluate and document the competencies of workers. If Juanita cannot do this immediately, there is the need for her to formulate a system of doing this over a given period of time.

This might need some kind of assessment including questionnaires to be presented to supervisors to identify the level of learning and development that occurs amongst the workers.

The development and learning process must lead to training and development. This could be in the form of sponsorship from their party firms or the head office that will help to train workers in specific activities and processes.

Legal and Ethical Considerations

First of all, there are requirements in the Affordable Care Act (ACA) that requires that firms and organizations insure and pay insurance premiums for their workers. This must be integrated into the new plans of the company to ensure that the health insurance and the health issues of staff members are covered. This might be an additional cost and if the firm qualifies, they can transfer some of these obligations to the federal level, rather than their own private effort.

The four anti-discrimination laws of the Equal Employment Opportunity system must be put in place. This includes the elements of the Civil Rights Acts, 1964 which must be applied to elimination discriminatory practices in hiring and firing.

There must also be references to the Equal Pay Act of 1963 and this must prevent all forms of discrimination that might occur on the grounds of gender. This will prevent the firm from abusing its position as an employer and treat each person equally and justly.

Finally, there are rules concerning the hiring of US military personnel and

this is in the Uniformed Services Employment and Reemployment Rights Act of 1994. The HR system must comply with these laws and ensure that there is no discrimination or whatsoever of military personnel.

Recommendations to Ethical and Legal Adherence

The workers must be made to understand the importance of relevant legislations and other health and safety matters. This must be done through training and orientation. There must be disciplinary measures that will be meted out on employees who fail to meet standards and expectations.

Conclusion

The research identifies that there is the need for Juanita to first raise the status of the HR unit from a mere labor relations or personnel department to a strategic business unit. This will include the careful evaluation of the strategic goals of the organization. This must be followed up by the cutting down on HR costs by merging job titles and creating new jobs. This will lead to the recruitment and selection and retraining of some staff members.

Motivation must be stretched to include remuneration that is part of the non-cash benefits and people must be hired to help to raise more cash. Finally discrimination laws including Equal Opportunities laws and the Affordable Care Act must be respected by the non-profit organization.

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