

Example of hrm essay

[Business](#), [Company](#)



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Introduction

An organization usually comprises on different departments, and every department is held responsible for the economic prosperity in total. When it comes to organizations, then the level of productivity of almost every department is vital from a broad nutshell. Inevitably, every department of an organization deems important for the overall productivity and efficiency of an organization and no organization can increase their economical and financial belongings by leaning over the productivity rules and regulations. It is also important for the organizations to keep a hawk eye over the performance of different prevailing departments of the company and select every one for the sake of the company in total. Among number of departments, the name Human Resources Department (HRD) is one of them, which has its own recognition and importance; in fact the importance of this particular department could not be associated with the productivity and efficacy of any other department. Human Resources Department (HRD) usually looking forward to decrease down the level of employee's based issues and increases the productivity of the company effectively.

There is a shortcomings found in the planning of HR, or more precisely, it could be said that HRM planning is missing in coming days and it is now become an essential in the current crucial times for the business (ROTHWELL, 2003, pp. 219-245). The main perspective of this assignment is to analyze the statement that, " Why Should HRM planning be considered crucial in the current times of instability and as a strategic importance for the company". It is important to leap over the analytical framework, after

having some background information regarding the HR department and its importance for the company

Human Resources and its Functions

Human resource management is often denoted by HR or HRM is the management of workforce in an organization, and this is a theme related to human. For simplicity, it could be said that it is human or people management. Human resources management is a management function, trying to skills and abilities of its employees, an organization needs to match. How people in the organization and management, human resource management is responsible (BHATTACHARYYA, 2009, pp. 111-124). The purpose of HR management is to cater people in organizations and to help them to complete their work, to compensate them for their work, and to be responsible for solving problems. Human resource management should be responsible for human resources specialists and line management to recommend up next personnel. To do this, it is required to clearly know the main functions of human resource management. Human resources management functions are usually comprised into two groups:

Primary/Managerial functions:

These forms of functions are divided under the following categories:

Planning:

It is an effective tool to deal with the future. It involves personnel to a predetermined procedure is necessary to achieve the objectives of the process of organization.

Equivalent opportunity of employment:

This step is related to the organization's moral and legal responsibility, through the prevention of discriminatory policies, procedures and practices, recruitment, training, compensation and evaluation-related take place.

Staffing:

This function refer to the management of employees by means of recruitment, setting compensations, management and labor relations, Training and development programs and other measures in industrial relations. Most specifically, its purpose is to deal with fixed wages, working conditions and promotional opportunities for future employees of the human resources policy in place.

Delegation of Authority:

This function involves directing of activities like communication, leadership and motivation. This function is designed to ensure that individuals and groups willing to cooperate in order to achieve the desired goal.

Managing:

Managing is the process of evaluating the improvement level of individuals and groups through performance benchmark and objectives of the follow-up in order to check efficiency. It is essential to put modification in the managerial activities for frequent improvement and better outcomes.

Secondary/Operative functions:

These functions may consist of:

Procurement:

Procurement is defined by the HR manager's organization to fill current and future vacancies for a several activities. These activities involve job evaluation and design, human resource planning, staffing, and then finally short listed the appropriate employees.

Employee development:

Under development, here refers to staff training and management development. Human Resources Manager is responsible for the conduct and supervision of staff training and development programs. Training and development program is designed to improve staff in their ability to work, to improve their knowledge, skills and abilities.

Remuneration:

Remuneration generally refers to the employees' pay scale and other amenities for employees. This is the essential that comes under the responsibilities of HR manager to establish and maintain effective pay scale system.

Maintenance:

Maintenance functions are used to maintain efficient and experienced staff in the organization. This requires creative human resource practices.

Incorporation:

It includes labor relations, management and staff to ensure a good relationship between. HR managers must implement industrial relations plan will ensure that disciplinary ethics and fair treatment, and career management process

Analytical Framework (why human resource planning is important)

Human resource planning is a process to determine and ensure that the organization has sufficient number of qualified staff available at the appropriate time. The same numbers of staff is qualified enough to perform the work that not greatly assist the organization to meet their targeted objectives but give satisfaction for individual employees (BANDT, 2002, pp. 97-105). The importance of HR planning react as a core element for any organization drive their business towards success. It may involve:

- Deliver skilled work force
- Minimize the labor charges
- Enhance skills capacity
- Boosting the Morale level
- Health safety assurance

HR department of a company held responsible for mitigating the employee's based issues accordingly and it is more than important for a company to increase the employee's based recognition of a company to accelerate the pace of the company's earning. It is an obvious fact that the business based environment has changed dramatically after the current economic crisis and the essence of organizational based instability has come over the screen. Among number of reasons of such instability of a company, the name of employees based and employee's related issues is one of them.

Most of the management officials of different companies have introduced and enlightened the importance of HRM based planning. Planning is basically the first element of management and it is an important activity which is used to plan the things accordingly and effectively merely to enhance the

productivity of a company in total (DEB, 2006, pp. 167-177). In the current economic scenario, it is found that most of the companies mentioned in their corporate and financial reports that the planning of HRM is now emerged as a crucial thing in the current form of instability of the organizations and the statement is rightly so, merely because of the following provisions,

Cost Efficiency

Cost efficiency has now emerged as one of the basic and important issues because companies are now becoming fonder of minimizing their cost and increasing their profits accordingly. Therefore, in order to accomplish the same target, organizations are now planning to hire lesser amount of workforce and utilize them for more than one work. It is a purely an act of planning, in which the HR department and the management should sit with each other and give their valuable feedbacks regarding how much cost they could minimize with the initiation of HRM planning based.

This particular practice has been come over the screen after the current economic crisis, in which most of the companies terminated most of their employees because organizations were unable to meet with their expenses and expectations, but a proper HRM planning could not compel an organization to initiate similar sort of activity. If the HRM planning was in the operating process, then more than one specific job has been allotted to a particular person, from which the company would become able to mitigate its cost and increase the efficiency.

Delegation of Authority

Inevitably, every organization thrives hard for the economic based prosperity and it is only happen when every department of an entity would be in regular contact with each other. It is found that delegation of authorities is one of the basic elements or provisions from which an organization could bring effective economic change in them.

HRM planning would direct the performance and activities of delegation of authority of a company, which is extremely important in the current economic scenario. It has been consensus that different modes of employees are working usually in an organization (SNIDER, 1980, pp. 302-321). Some of them like to work, while other deliberately not do any work. In the timings of economic expansion, prosperity and development, entities may levy those employees who are good for nothing by minimizing the level of delegation of work and authority, but the crucial times, HRM planners always come out with some effective strategies, because delegation of authority or work are some of the basic and importance things, which works like wonder as far as initiating a certain decision making is concerned.

Planning, regardless with the fact that which type of planning is extremely important for a company as far as directing the performance of a company is concerned. Effective and timely planning of the Human Resources enables an organization to direct their performance. With effective HRM based planning, an organization could get detailed idea regarding the issues pertaining to the employees and their related people and then give a broader look to them in directing the performance of a company. In the net of HR planning, most of the companies analyze the fiduciary relationship

between the employees and their work assigned and then analyze their performance. In the current economic scenario, wherein there is a shortage of technical and effective labor every organization has to perform excellent and effective HR based planning, in order to bring both strategy and financial capability to a company.

Conclusion

The productivity and organizations has direct relation with each other because when productivity of country is high then the ability of people to purchase product will also increase. The demand of product will be increase in market and to fulfill that demand organizations has to increase their production. So that supply of product will also be increase. Actually, this is a concept of supply and demand in the country. Productivity increases the demand of product and an organization has to supply those products to meet the demand of market

Human Resources is one of the most effective departments from the viewpoint of a company in total. The main perspective of this assignment is to analyze the statement that, “ Why Should HRM planning be considered crucial in the current times of instability and as a strategic importance for the company”

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