

1 fedex corporation

Business



FedEx Corporation FedEx Corporation Recommendation of the Best HR

Sharing the vision of FedEx Express to its employees is the best HR strategy. This motivates them to work better because they have goals and objectives to accomplish. Human resource management involves working with employees who are dedicated and committed to a company. FedEx is known to have good human resource policies. It gives fair treatment to all employees and has no-layoff policy (Anthony & Perrewe, 2010). It is recommended that the human resource managers be motivating their employees to be more productive by offering incentives. The incentives include medical cover, gifts etc.

HR challenges

The company is facing a big problem of culture diversification. Most of the employees come from different countries and hence have different backgrounds. It is hard to meet their culturally demands and hence it becomes a problem in managing them.

Solving Problems

The company solves the problem of culture barrier by learning different cultures of people. Learning different cultures of people help in understanding them well and hence avoid work conflicts. FedEx offers training to employees in order to improve their working efficiency (Anthony & Perrewe, 2010).

Maintaining HR

FedEx has a good paperless system of storing data of its employees. They have programs called PRISM HIRS which records any information pertaining to a worker. This programs record jobs posting, applicants and training information. It is important to maintain this strategy because information can
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never be lost. Information stored in files is mostly misplaced. There is also communication where employees air their grievances and make suggestions. This should be maintained because it boosts the morale of workers.

References

Anthony, W. P., & Perrewe, P. L. (2010). Human resource management: A strategic approach. (6th ed.). Mason, OH: Cengage Learning.