

# Operation of peter's principle in my organization



**ASSIGN  
BUSTER**

In my organization a brewery company that has different departments- finance department, HR department, marketing department, production department it becomes challenging for the HR manager to adequately make the right decision of promoting workers in other department, without the right consultation with other line managers. For instance, to promote a forklift driver to a higher post of a supervisor, the HR manager needs to consult the Operation's manager that has adequate information about the ability of who should adequately manage the post of a supervisor in the production department. Thus, the Peter Principle in the Brewery organization where I work, when promotion are made based on sentiments and favouritism, without proper consultation to derive good information to make the promotion decisions. Furthermore, where lapses are recognized traceable to a position, the organization does not outright demote the occupier of such post. Rather, they would take time to train the worker or give a superior to supervise while the occupier gain experience to manage the situation in future.

**HOW THE PETER PRINCIPLE AFFECT THE LINK BETWEEN HR AND COMPETITIVE ADVANTAGE, AND THE HR GENERAL FUNCTION**

The Peter Principle influences the pattern in which HR decision are formulated regarding the implementation of the organization's corporate strategy and how to involve competent workers to put up the right attitude towards competing in the actualizing of the organization corporate objectives and goals. The principle gives HR manager the added responsibility to be awakened to the reality that they are significant resource in the actualization of the corporate goal. HR manager and staffers tend to recognise the critical

linkages between organisational strategy and Human Resource Management strategy." The view that Human Resource Management personnel are simply 'paper pusher' continues to disappear, to be replaced by the notion that they play a key role in helping to achieve organisational success and determining the organisation's competitive advantage" (Sims, 2002, pg 5). Thus, the Peter Principle enables Human Resource Managers sees the Human Resource as strategic partners working towards the organisation's strategic goals.

Thus, this gives the organization the right resource to compete favourably. The awareness of strategic function of Human Resource Manager is emphasised by Chaturvedi (2005). He put it that " By design the perspective demands that Human Resource Managers become strategic partners in business operations playing prospective roles rather than their being passive administrators reacting to the requirements of other business functions. Strategic Human Resource Managers need a change in their mind set from seeing themselves as relationship managers to resource managers knowing how to utilise the full potential of their human resources. The Peter Principle has the effect of changing the mind frame of HR manager to making them see the reason to cooperate with other personnel to make right decisions regarding promotion, assigning functions that would affect the strategic and competitive stand of the organization. The strategic function of Human Resource Managers are existed when they participate in the process of defining business strategy, when they partake in asking questions that move strategy to action and when they design Human resource practices that align with the business strategy.

In executing this role, the Human Resource Professionals increase the capacity of a business to execute its strategies. Thus, the current challenge of Human Resource Management, according to Sims (2002), " is to integrate programs involving human resources with strategic organisational objectives". Truss and Gratton (1994: 663) as cited in Sims (2002, pg 2), sees, " the linking of Human Resource Management with strategic goals and objectives in order to improve business performance and develop organisational cultures that foster invocation and flexibility". Today's competitive business world has made the significant role of the Human Resource Management in strategic planning more acknowledge than ever before. Thus, the Peter Principle future reemphasised the role of HR manager to make decisive and right choice of human resource structuring for the effective operation of the organization. " Today's top company executives are increasingly looking to Human resource to improve the bottom-line.

The traditional Human resource functions of staffing, recruiting, compensation, and benefits are losing ground to a new generation of value added core Human Resource functions that include career planning, executive development, training, succession Planning, and organisation development" (Caudron 1994). Furthermore, corrective measures is emphasised by the principle where HR managers are expected to demote incompetent workers to lower positions where they can effectively perform. Though, as Peter Principle observed, this is rarely executed in organizations. Effective Human Resource Management practices are recognises as to enhance an organisation's competitive advantage by creating both cost leadership and differentiation.

Today's competitive global environment has made organisation maintaining a competitive advantage puts a premium on having a committed and competent workforce. Low-cost, high- quality products and services are a result of committed employees all working hard to produce the best products and provide the best services that they can at the lowest possible cost. Thus, it is important that the Human Resource Managers are made to get in touch and be included in the organisation's strategic plan, since they have the wealth of experience in the motivation of the organisational workforce into putting their best in the attainment of the strategic goals of the organisation.

**CONCLUSION** The Peter's Principle sees the wrong choice of promoting worker to higher position with no comfort and competence to perform better than the previous post goes a long way in influencing HR Manager to make right decisions, regarding rewards and promotion of workers. The principle do not negate the fact that HR functions are only feasible in theory, but erroneous decision leads to reduced productivity and the ability of the organization to compete favourably. Furthermore, the principle gives HR Manager the sense to know that his/her decision has significant impact in the corporate operational and competitive levels.

Corrective measures need to be taken in situation where lapses are recognized in the promotion of workers to higher positions. When this is adhered to it leads to effective operations and competition of the organization. REFERENCES Caudron, S. (1994), " HR Leaders Brainstorm" Personnel Journal, 54-61, August Chaturved, Siddharth (2005), " Strategic Human Resource Management" [http://www.](http://www.https://assignbuster.com/operation-of-peters-principle-in-my-organization/)

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