

# Management of human resources class discussion wk2

[Business](#)



Human Resource Affiliation: Human Resource The competitive market environment has completely changed the role of the Human Resource management as they have come to a realization that Human Resource must play a more strategic role in the success of an organization. The organization has to come up with a comprehensive strategic plan to analysis what has happened, is happening and will happen in the external environment. The plan has to focus on the threats and opportunities that these external changes might present to the organization. The external environment refers to the social, economic, technology, environmental, political trends and development (Gilbert, 2014)

The engaging of the Human Resource to the external environment is more challenging as they have to cover more area than the usual internal environment capacity that they are familiar with. Meeting external responsibilities means more time, more resources, and more responsibilities as it is an expansive area that requires more attention to be able to handle the environment more efficiently. These will ensure a smooth transition and cooperation in making the relevant adjustment to the organizational structure response to external issues (Mabey, 2012). Taking the first step to deal with the issues is better than waiting the problem to catch up with the organization. Engaging in the external issues gives an insight and understanding of the environment the organization is existing in and how to prepare for the impacts that will cause either positive or negative.

The economic globalization and political landscape has completely transformed the shape of the current Human Resource management. The competition is high, and one wrong move can destroy the whole organization

(Noe, 2006). The Human Resource has to be keen on political matters because they are very sensitive and might affect the entire organization either negatively or positively

The Human Resource has to engage a Rights Dispute for employees who are hired in unfair labor conditions. The Human Resource has to file a complaint with the relevant authority that will protect him from whistleblowers. The Human Resource has to exercise their legal rights as an employee by contacting OSHA immediately because the complaint must be filed within the legal time limits. These are to ensure that the company follows the stipulated laws that are laid down for favorable conditions of the workers (Gilbert, 2014).

Conclusively the Human Resource is the nerve center of any organization that should be kept in good condition to ensure the prosperity of any organization.

#### Reference

Gilbert, G. (2014). Human resource management practices to improve quality: A case example of human resource management intervention in government. *Human Resource Management*, 183-198.

Mabey, C. (2012). Reframing Human Resource Development. *Human Resource Development Review*, 430-452.

Noe, R. (2006). *Human resource management: Gaining a competitive advantage* (5th ed.). Boston, Mass.: McGraw-Hill.