

Employee development

Business, Human Resources



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Development Human resource development refers to a concept in which an organization allows its employees to develop their organizational skills, strengths and their knowledge for effectiveness in the workplace. In this case, HRD may include opportunities in allowing employees to participate in programs such as mentoring, relevant training, career development, performance management, tuition assistance among a list of many other functions (Sims, 2006). Essentially, the objective in which companies apply this strategy is for the sole purpose of developing a workforce that is superior and able to edge out competition from rival companies trading in the same industry. One such organization that applies this aspect is Tarmac, which is a leading construction company in the United Kingdom, which began operations in 1930 and involves itself in the supply of building materials and other supplies critical in the building and construction industry (Tarmac Case Study, 2014). The company has at least eleven thousand people working as part of its workforce in which its organizational structure comprises of Tarmac UK and Tarmac International.

Roles played by HRD in Tarmac's applied strategy

Over the years, Tarmac has come to appreciate its workforce as being more than just employees in hard hats, but they have become useful resources to the company (Tarmac Case Study, 2014). Ideally, Tarmac relies on having a skilled workforce for improving on work performance, efficiency and this knowledge is applicable in its sales and marketing, IT, finance and procurement departments. In this case, Tarmac only recruits the best from the market in which the company maximizes on their skills and knowledge to

create a competitive advantage while also making sure that the employees remain interested, motivated, and developed in order for them to retain their organizational commitment.

How HRD is involved in the implementation of Tarmac's strategy

Another aspect that Tarmac applies as its human resource management practice is the fact that the Company identifies its human resource needs before embarking on the process of recruitment, which is part of its strategic process (Sims, 2006). Further, its strategy referred to as DREAM (developing markets, reducing operational costs, engaging employees, acting responsibly and managing assets) is one that every employee has to familiarize themselves with as part of Tarmac's initiative to delivering value to its stakeholders (Tarmac Case Study, 2014). Lastly, Tarmac ensures that its workforce remains motivated to accomplish the organizational tasks by enrolling them in trainings as a way of improving on their skills and also having performance, rewarding programs for those that have given significant contribution to the Company (Sims, 2006).

2. Business simulation games on the internet

Business or economic simulation games are games that focus on managing of business processes in which many may also refer to it as construction and management simulations without there being a construction element. In essence, these games make use of algorithms, meaning that they are numeric in which players have to simulate real world challenges accurately in which the players have to take responsibility for the expected outcomes and consequences of the decision made (Rollings & Adams, 2003). One of such games is Theme Park World in which the objective of the game is for

players to attract more customers in the game, increase sales and in turn increase profits (Rollings & Adams, 2003). Other games that build on the construction and managing simulations are Rail Road, Air Bucks, Business Tycoon Online, Gazillionaire, among a list of many others whose objectives may vary depending on the game.

Learning content objectives

One of the key objectives embedded in playing these economic simulation games is it allows players or students to test real world challenges in the game before encountering them in the real world meaning that it prepares them for such situations. Essentially, this helps students and players to develop skills and knowledge before hand through the game experiments, meaning that they can be able apply the principles learned with ease.

Secondly, the objective of simulation games is to train players or workers in financial management as the principles applied in the virtual world are relatively similar and applicable to the professional world, making them to be equipped for the benefit of an organization (Rollings & Adams, 2003).

Economic models are also studies in some of these games in which players can be able to make management decisions in the virtual world that can be essential for them encountering and managing the same in the real world.

Lastly, business simulation games also help players to understand concepts without necessarily having to know the underlying principles of

management, which makes the learning process easier for students. The implication of this is that these games helps in mastering systems through the experiments presented in the game through cognition, which can be helpful to an organization's processes. Other than helping workers develop

knowledge on how to deal with challenges, these games also help players to understand consumer behaviour in which they can also be able to analyse how to tackle them.

References

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