

The high performance work systems management essay

[Business](#), [Management](#)



Individual assignment Do you agree that training and development is the mainstay of the company's long-term human resource strategy? Why or why not ?

1: Introduction The three competitive challenges will greatly enhance the importance of making human resources management in the company's. Three competitive challenges are the technology challenge, the global challenge and the challenge of sustainability. The first one is the technology challenge, it for human resource management is important. The excellent technology can increased the use and availability of human resources management systems, and it also can increase the same availability and use of e-HRM. So the technology challenge can increase the competitiveness work efficiency and work results. The global challenge means international and global, it means international competition, a company must to do will prepared to face the ups and downs of the global economy. It means international competition. The globalization of the world economy a great impact on China's economic development. The challenge of sustainability is means the company must make a plan in order to the development of the company. For a company that sustainable development is a major factor in determining the development of the company. So it is also important.

2: High-performance work systems Every company needs an high-performance work system. This system can be effective in helping the working system. Improve work efficiency, and better to get the job done. organizations that have the best possible fit between their social system and technical system. Social system is means people and how they interact, interactions between people , and it can allows staff to improve work efficiency in the circumstances of this mutual influence. Competition with each other to

produce a model that motivates employees to improve work efficiency.

Technical system is means equipment and processes. If a company can use the best equipment and processes, I believe the staff will love this job, and finish the personal work quickly. Key trends occurring in today's high-performance work systems is a company need some knowledge workers and reliance on knowledge workers. Company need some staff with expertise such as : knowledge of customers ans profession. Company needs this staff to do works for services, because they can use their knowledge to do high-performance work. Many important decisions allows employees decided to make them motivated, it means the empowerment of employees to make decisions. The emphasis on teamwork, increase the importance of teamwork. So let the employees understand, team's good is really good , teamwork is a powerful force. It is a important for organization's to have trained workers, skilled employees, knowledge workers. To achieve high-performance work systems in organizations training is strategic human resources management.

3: Learning management system Learning management system is also an important part of a company. Each department of the company can use the same corporate network, each department's computers are connected together, so every department of the company can work easily. It can realize the integration and automation of management. To facilitate the company's development and employee training. learning management is being used by organizations to carry out the instructional design process more efficiently and effectively. Learning management system can help the staff training, and company's develop. Learning management system can be linked to the organization's performance management system to plan for and manage. It

include training needs, training outcomes, associated rewards. Training needs is include organization, person and task. We need to know the training environment, the trainer will have any effect. We need to know who needs training, and who needs training to improve their ability. And we needs to know which part of company need to training and what subject should the training cover. Training outcomes is the training results. We need to let employees know their characteristics, and develop their learning attitude and ability to learn. Everyone needs to maintain a good learning attitude. The attitude of our trainers also need very good. Associated rewards is the reward after the training . We should reward employees for outstanding performance in training. This will stimulate the interest of employees to participate in training, and work harder. Improve the efficiency of employees doing things and the company can develop very well.

4: 5 stages of instructional design

The 5 stages of instructional design are assess needs for training, ensure readiness for training, plan training program, implement training program and evaluate results of training. The first stage is assess needs for training it means training needs, It must to determine the contents of the of the training, how to training, and which people need to training, must decided the steps of training. Then we can do some things about the ensure readiness for training, this is second stage. The ensure readiness for training is need to choose staff and prepare the information of training . And then we can plan training program, it about objective, trainers and methods . We need to determine the goals and plans of this training, and step-by-step implementation, and we needs to choose a trainer, this trainers must have more knowledge, and it can teach the staff to do the good things. Before the

training , we needs to decided the methods of the training. This methods must the good plan to teach the staff. Allows employees to believe the trainers, and very happy to participate in this training. Allows employees to believe this training is important. Then we can do next step it's implement training program. We can start training, to teach staff some knowledge of the company can to do something can improve their efficiency. When the training is finish we need evaluate results of training, Reviews the advantages and disadvantages of training, and summarize the training effect. Let staff to evaluate the role of training. The company can plan to do the next training .

5: Training methods Training methods is means how to do this training, and the training has many ways to do . There are many ways to training, such as : team training, classroom instruction, computer-based training, on-the-job training . The team training is means teamwork, we can choose this way to do some teamwork, and it can improve the teamwork system , to improve the team spirit of employees. Through classroom teaching, the use of speech, you can make the class more vivid, and the staff are more interested in learning. Trough computer-based training, companies can implement the integration of management and training, employees can receive anywhere to company information. On-the-job training is means let the employees to do this job and then they can find the discovery method, more practical to training staff are familiar with the work.

6: Principles of learning This tells us that the principle of the training. We need to connect to the training staff now work and tasks to teach them how to improve their ability to work, more training and work experience. We can take advantage of the speech the way for employees to demonstrate their acquired

knowledge. The trainers need careful observation of whether the staff understand that the success of. The trainers need well-designed training to help employees Memory. In the design of training materials may not be too difficult, the reading level of the staff need to be taken into account, can be simple and easy to understand. 7: Conclusion In conclusion, training and development is important of company and human resource management. It's definitely the mainstay of the company's long-term human resource strategy. In China many company will spend lost of finance for their employees training , such as : China's oil , China Mobile, China Uni-com and China Telecom. So the training and development is important. Not only the Chinese company, the company is also in various countries. Employees training is important.