

Strategic human resource management (choose 3 theories of jack welch) and talk ...

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Strategic Human Resource Management The theories of Jack Welch have their emphasis on the need for building a strong learning culture and innovation. The culture is strategic human resource management. The cultures, which founded by Jack Welch, include simplicity to systems and encouragement of challenge, stimulation of self-confidence and utilization of work practices, which bring out speed of responsiveness.

According to Festing & Eidems (2011), the theories help the organization in attaining the competitive marketplace in customer service, volume, and profitability. The strategies also help in the sustenance and enhancement of the organization's culture. In the human resource function, the strategies assist the organization in facilitating the change management function, for instance, the change speeding up process. The change speeding up process has an emphasis on a learning culture, development and growth cultures. The cultures by Jack Welch also have a strong support and emphasis on the development of the skills possessed by the human resource development professionals. The theories enhance the effectiveness and improvement of the training programs that are essential for the skills development of human resource research development professionals.

Gold et al. (2011) say that the training programs that are products of the theories fronted by Jack Welch are important for the development of programs that enable the workers to work in rotation through various departments and job assignments. The departments, where the staff members are rotated through, could have other purposes other than the human research development functions. The rotation in other departments helps the employees in gaining knowledge and competencies about the

organization making them better strategic partners of the business. The theories also enable the use of technology and thus, majority of the human resource development activities are carried out with the use of technology. The technology better equips the human resource function and the employees more technical knowledge making them specialists in different functionalities of the organization.

Hamlin & Stewart (2011) assert that when the human resources specialize, they are of great benefit to the organization because they can be used as internal consultants to the organization. The theories also help the organizational human resource development specialists in understanding the main objectives of the strategic human resource development , what the implications of changes in strategic human resource developments are likely to be and the plans for this function. The human resource development professionals also attain the knowledge of several functions of the organization. These functions include the finance function, the skills for change management and the capabilities of developing good organizational relationships across the workplace.

The working relationships, which are created through practice of these theories, enable the specialized human research development managers in assisting the managers in the development of human resource strategies. In conclusion, the theories create a human resource function, which helps in supporting implementation of strategies where the human resource personnel are experts in the strategic processes. The human resource personnel is also considered as strategic partners in the strategic human resource development. All these functions help in motivation of the human

resource and general productivity of the organization.

References

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