

Human resources management essays example

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



Human resource management (HRM) is an idea of great relevance in the modern society. Human resources managers should advocate for career management programs in their respective organizations. Through career management, human resource managers help employees in their organizations to acquire skills. When employees acquire skills through such programs, the organization stands to benefit (Adegoke, 2013). This paper also highlights my role as a human resource manager in managing employees' careers development. This includes describing my organization and how career management is implemented. The project also presents an analysis of how my organization can improve in career management and employee training. This includes providing SWOT analysis on the organization's employee-training program.

My priorities as human resource manager lie in developing the job experiences for all employees to enhance career growth. In developing the employee's job experiences, these employees can in the future fill in management gaps left by their predecessors (Adegoke, 2013). Human resource managers should understand that managing employee's careers goes a long way in preparing the future of the organization.

The first activity in career development entails equipping employees in my organization with time management skills. Time plays an important role in organizations. With the time, the organization meets its goals and experience growth (Adegoke, 2013). Time management skills help the employees in my organization to adapt quickly to growth. Time management skills also help employees to act in a time conscious manner.

A mentorship program can also help in employee career management.

Mentorship programs within the organization ensure that every employee has a match employee in the top management. Those in top management mentor the junior employees through a period of two months (Noe, 2010). After the mentorship period, the junior employee should write a report on the lessons learnt from their mentor. This activity ensures that the top employees pass on their competency and nature skills to junior employees. This way the organization has competent employees all year round.

Another approach in managing employee's careers and ensuring employee development entails academic training. The organization should ensure that employees acquire the relevant training to advance their careers. Though some managers consider this approach as a threat to the current employees, it does not affect their positions (Noe, 2010). When employees receive academic training while working in an organization, they contribute positively in the management process. Managers can collaborate with learning institutions to offer customized learning curriculums to their employees. This ensures that employees acquire relevant skills to work in the organization. This reduces the threat of losing such employees to other organizations.

My priority as human resource managers also includes assessing the employees. Employees' assessment offers me a chance of understanding the weaknesses of different employees. Assessment also helps me in implementing employee-training programs. The assessment programs play an important role in identifying the employees who can take up management positions in future (Noe, 2010). Assessment involves evaluating an employee's results based on tasks assigned to them. This should also involve

obtaining feedback from mentors. Assessing employees also helps human resource managers to reward employees in the organization.

My organization manages employee careers by developing interpersonal relationships between top-level management and junior employees. The organization achieves this by sponsoring employee family dinners. In such forums, employees and the management team interact and develop relationships outside work (Noe, 2010). Interpersonal relationships benefit my organization because employees interact with their mentors and role models during such events.

My organization also offers training for employees to develop their careers (Noe, 2010). My organization collaborates with local universities where software engineers receive training. In turn, software engineers from my organization train computer science students. My organization has maintained a mutually beneficial relationship with the institution. The organization also offers internship positions to students from the local universities. The organization offers a learning opportunity for students to develop marketable skills. The organization goes a further step to employ interns who show good performance in during internship periods.

In offering job experiences managers in my organization select employees who take up managerial roles for a short while (Noe, 2010). For example, junior employees in the customer care department have a chance to work as public relations managers. My organization refers to this as cross department experiences. These experiences enable employees to understand the requirements for working in different departments.

Employees also learn how to make decisions without depending on their

supervisors.

The organization has set an assessment team, which conducts employee assessment after two months. The assessment team comprises of human resource manager, the employees mentor, and the departmental heads. The departmental heads vary depending on the department that the employee belongs. The assessment team evaluates the skills and performance shown by employees. The assessment team forwards the results of the assessment to the top management. The top management uses assessment results to establish employees who deserve promotions and ones who need more training (Noe, 2010). These activities ensure that an organization manages the careers of its employees. Through career management, employers invest in their employees for future benefits to the organization.

Organizations can improve their management of employee training programs by implementing a variety of strategies. One strategy cannot work in improving employee training and job experiences (Noe, 2010). These strategies include presentations and hands-on experience training. Both strategies enable employees to acquire knowledge from other professions and acquire various job experiences.

In the presentation, strategy employees have minimal participation.

Professionals participate in lectures and presenting information to employees. Employees take time to learn from other professionals (Noe, 2010). A common approach in this strategy involves lectures. In this case, employees receive training through notes provided by the instructor. The instructor has qualifications in a particular field and passes knowledge to the employees. During the lectures, employees can ask questions and engage

the instructor to inform them more about areas of concern. Organizations may look for guest speakers to offer lectures in their organizations.

An organization may implement lectures alongside audiovisual techniques. In these techniques, the organization can search for video tutorials, which have information regarding occupational activities. Employees can learn how to go about different activities through visual techniques. A shortcoming for presentations is that employees may forget what they learnt. Therefore, the organization should ensure that employees take notes during such presentations. These notes enable employees to revisit what they learn during the lectures and presentations (Noe, 2010).

The organization may also improve employee training by encouraging employees to learn different functions on their own. This approach is referred to as self-directed training. The employees determine who should train them and when the training should take place. This approach helps the organization to save valuable work hours. Employees chose to learn different skills from trainers who inspire them (Adegoke, 2013). The organization caters for all the costs; however, employees manage the training programs. This makes employees feel a sense of belonging in the organization due to their involvement in company's management. The main advantage in this approach lies in giving employees a chance to participate in decision-making. This builds employee's ability of making wise decisions.

Organizations can improve employee training by combining these approaches. This enables the organization to balance the training for their employees (Adegoke, 2013). Employees receive training from professionals

who have worked in those positions. An organization invests in their future by training their employees.

SWOT Analysis for Employees Training

Strengths

The organization benefits from training in that the level of employee competency goes high. The organization becomes more productive when the competency levels go high. In addition, the organization can easily expand because the trained employees can manage new departments created by the organization (Sims, 2007). The organization can diversify its services after the employees receive adequate training. Training also enables an organization to maintain the quality of services offered. When an organization employs a new generation of employees, sometimes the quality of services may deteriorate. This may occur because the employees lack adequate training. However, training enables an organization to maintain the quality of services and maintain existing clients.

Weaknesses

Organizations may hire poorly qualified trainers especially in a situation where the employees pick their preferred trainer. This may lead to poor training for the organizations employees. In turn, the organization will offer poor services due to the poor training. Some organizations also lack the finances to hire highly qualified trainers to offer training to their employees (Sims, 2007). Therefore, the employees in these organizations do not receive the proper training. Poor training may result to poor performance. In addition, employees may learn wrong applications if non-experts train them.

Threats

A major threat lies in losing employees who have gone through the organizations training system. Organizations may lose employees to competitors who offer higher wages and better terms of employment (Sims, 2007). In such cases, the organization goes ahead to train new employees. To avoid these situations managers should engage their employees in contracts, which require them to work for a particular time after receiving training.

Opportunities

Organizations can invest in training their employees (Sims, 2007).

Employees who receive training can train other employees until a point where all employees have adequate training. Organizations can also collaborate with learning institutions to offer employment to well trained students and in turn their employees receive training.

Employees require career development to continue offering quality services to their employers. In essence, organizations should implement a variety of development strategies to empower their employees. This is essential in increasing the overall performance of the organization.

References

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