

Example of critical thinking on factors that affect human resource management dir...

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



One of the factors that affect human resource management is organization structure and development. At a supervisory level, managers have more control to influence the performance of an organization. Managers that portray organizational commitment motivate employees and create an atmosphere of job satisfaction. This increases the performance of an organization (Armstrong, 2008).

According to Armstrong (2009), motivation especially in terms of money plays a significant role in influencing employee performance. However, one needs to note that money, as a motivating factor will be effective as long as the money strongly motivates the employees. The general desire to serve and help other people especially in the health sector motivates certain employees. Employees who have a strong desire for their jobs are likely to perform better. It becomes crucial to understand and evaluate each employee to be able to know what motivates them if the organization is to improve performance. Leadership qualities play an important role in motivating individuals that are not easily motivated by money incentives. The extent of the management commitment is also another factor that affects human resource management. As leaders, managers or persons with supervisory roles need to portray commitment to the organization's vision and mission. A supervisor being committed seeks to remove the idea of control upon the employees. A supervisor who shows commitment has a higher chance of influencing the subordinates to be committed. Additionally, a committed organization is likely to ensure that its workforce is taken care of concerning job security (Nehmeh, 2009). Consequently, an organization that is committed increases the level of employee engagement, and this is

likely to increase performance of the organization (Armstrong, 2009).

One concept in human resource management that is important is organization culture. It is important for leaders to develop effective organizational cultures if they are to achieve organization success.

Organization culture becomes significant since it represents a basis of communication and mutual understanding in the organization (Armstrong, 2009). Communication problems arise in an organization that has a poor organization culture. Another important aspect is organization design. A properly structured organization can be able to ensure maximum use of its human resources. Since organizations are always changing, organization design plays a critical role in ensuring that the current structure in an organization optimizes performance. Managers need to develop organization structures that will optimize the performance.

How Learning of Human Resource has Expanded my Understanding of the Organization and day-to-day work of Managers and Staff Nurses

In an organization, the success is based on how human resources are managed and planned. In the health care industry, human resource management becomes a critical component. A deeper look into health care, from an economic perspective, will reveal that most of the cost implications are directly or indirectly related to the salaries that are paid to the managers and staff nurses. Hiring of qualified and skilled individuals may help to reduce workforce thereby saving on costs. Since most situations in hospitals involve saving and taking care of human lives, managers, and staff nurses that are employed in hospitals need to have the best level of intelligence.

This idea necessitates the need of the recruitment and hiring of managers to be done in the most professional way possible to ensure that only competent individuals are hired.

According to Lammintakanen, Kirinen, and Kinnunen (2008) human resource management, learning exposes the shortage of labor that exists in the health care industry. Many of the workforces in the health care industry are retiring causing an increased reduction in knowledge and expertise, in health care. Study in human resources presents new information, which can assist managers to develop strategies that will ensure an increase and retention of expertise and knowledge in the health care. Consequently, managers need to think of ways that will ensure that human resources are fully utilized in the organization. An example of such a solution is to develop systems where there is knowledge sharing among the managers and staff. Learning of human resource management expands the knowledge and importance of training of staff nurses and managers. Training plays an important role in ensuring that staff nurses are aware of the recent developments used in health care. Additionally, nursing managers are able to learn how to recognize learning opportunities and assist staff nurses on how to put their nursing into practice (Lammintakanen, Kirinen, and Kinnunen, 2008). Human resource management in nursing becomes critical since most of learning is done while still on the job. Nursing managers need to ensure that there is proper organizational learning.

According to Manion (2011), collaboration is a key aspect in a leadership-follower relationship. Collaborative learning requires the need of knowledge-sharing practices from both managers and staff. Leadership skills contribute

in enhancing collaboration among the staff and managers.

In the day-to-day running of an organization, varieties of challenges exist. Nursing managers that promote collective accountability and responsibility enhance their relationships with the staff nurses as well as between the staff nurses (Manion, 2011). This boosts employee morale and encourages sharing of knowledge to provide solutions to the different challenges that arise when nurses are performing their duties. Additionally, knowledge on evidence-based management in nursing organization is essential in ensuring that the overall performance of the organization is increased (Fagerstrom, 2009). According to Fagerstrom (2009), most managers in health care management have poor staff allocation skills, which reduce output from the staff nurses.

How Learning has expanded my awareness of Knowledge and Skills I Possess and Those I need to develop in human resource management

In any organization, leadership skills play a pivotal role in ensuring the success of the organization. How a leader allocates work to the subordinates, is crucial in ensuring maximum performance. One area where I have gained knowledge is the value of commitment in an organization. According to Manion (2011), leadership entails more than influencing individuals to follow a certain cause. Leaders should be able to create a desire in the individuals to follow a particular cause. This enhances the importance of commitment rather than compliance as a way of influencing individuals. In an organization, the leader is supposed to be able to recognize the differences in personal and organizational commitment. A leader that has the capability to understand these differences, can utilize each area of commitment

effectively for promoting organizational performance.

In nursing, most of the issues deal with evidenced-based practice. This has resulted for a need in developing evidenced-based management (Fagerstrom, 2009). Poor nursing to patient ratio may result to nurses being tired, and this may lead to a decline in the quality of care given to patients. As a nursing manager, one needs to be prepared with knowledge and skills on how to apply evidenced-based practice of human resource management to ensure quality and increased performance in health care services. Success in an organization depends on the existence of a trust based organizational climate (Manion, 2011). Consequently, evidenced-based management will depend on the organizational climate that a manager will create. Overworking of employees is likely to reduce the application and effectiveness of evidenced-based practice.

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