2 discussions manage

Human Resource Management Discussion Human Resource Management and Team Dynamics I agree with Mark Zuckerberg's opinion on team dynamics, especially on the aspect of hiring smart personnel and giving them freedom to do things by themselves while at the same time ensuring that they conform to the required standards. The team dynamics Mark Zuckerberg used were unique to teams working in the technology field because people working in the team were given opportunity to work on various projects independently in order to develop innovative ideas (Dessler, 2000). The human resource system in our company involves hiring, training and compensating employees. There is a direct supervision of employees who work on projects determined by managers – there is little independence and individual performance is recognized and highly rewarded. Examples of how such a system helps to manage employees and their responsibilities include: provision of knowledge and skills, motivating employees to perform better, encouraging hard work, and building trust and loyalty.

Discussion 2: Workplace Diversity and Motivational Factors

Workplace diversity is important to company's culture and performance because it encourages teamwork. Secondly, it brings together different ideas, knowledge and skills that may be used to improve the performance and productivity of the company (Mondy et al, 2005). Thirdly, workplace diversity enables employees to share different beliefs and attitudes and learn to appreciate other people's opinions and ideas. My coworker motivated me to perform better for the organization when he confessed to me one day that he had been trying to report to work earlier than me because I used to report to work earlier than anyone else. Therefore, the

coworker inspired me by recognizing my efforts. From then on we were the first to report to work and we performed better than ever before.

References list

Dessler, G. (2000). Human resource management. Upper Saddle River, NJ: Prentice Hall.

Mondy, R. W., Noe, R. M., & Gowan, M. (2005). Human resource management. Upper Saddle River, N. J: Pearson Prentice Hall.