

Good trends in the workplace essay example

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



Assignment 1: Trends in the Workplace

Introduction

Human Resource Management is significant to the organization for the effective management of human capital. During the last few decades this field has evolved from the mere administrative function (Mondy & Noe, 2005). Now motivating employees and considering their growth is the core to the business strategy. Most of the successful organizations in the world synchronize the organizational goals with the professional goals of the employees.

Functional Area of Human Resource Management and Impact on Performance

Human Resource Management consist of five critical functional areas that include Staffing, Human Resource Development, Compensation and Benefit, Safety and Health, and Employee and Labor Relation. Staffing is the process through which the company identify the number and kind of people that will be required to fill in the current and future positions. For staffing, the human resource function forecasts the demand in different departments and fill in the position with the consultation of relevant line managers. Proper management of staffing is sheer significant for the organization because it allows the seamless function of the organization. This kind of effective management is specifically relevant for the organization working in the Information Technology sector. As this is one of those industries that changes with immense pace, the need for effective staffing is pertinent to overcome any future mishap.

The function of Human Resource Development involves tasks like training,

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development, career planning, career development, organizational development, and performance appraisal. These kind of operations allow the personal development of the employees. An employee is the major brain behind the ideas and innovative and if he is not fully equipped with the latest techniques, he will not be able to contribute in an efficient way. The organization is also responsible for ensuring such an environment that is healthy and safe for an employee. For example, if the employees of a steel company works in the manufacturing department, the company is required to ensure if there are emergency exits that can be used during natural disasters or accidents.

Motivated employees are the major reason for the organizational success and the basic thing that keeps them motivated is through an effective compensation strategy. Compensation and Benefit is also an important functional area for because it helps develop the techniques the intrinsic and non-intrinsic compensation. While compensation is a critical functional area but the area of Labor and Employee Relations should not be avoided. The organizations like Walmart has been continuously under criticism for not ensuring a competitive hourly wages to the employees. A number of organizations including Goodwill Industries have become controversial due to exploiting the rights of people with disabilities. Ineffective implementation of the aforementioned strategies negatively impacts the success of the organization.

Federal Employment Opportunity Laws and its Influence on Fair Employment Practices

Equal Pay Act of 1963

Decades ago, there was a general perception that women are not as efficient as men; therefore, they should be paid low. Due to the changing cultural system of United States, women equally contribute to the economic progress of the country (Felstead, 1999). Enforcement of this laws makes it mandatory for the employer for not discriminating the gender roles for the salary level if both are working on the same positions. This Act is beneficial for both men and women working in my current organization.

Americans with Disabilities Act of 1990

There are around five persons with disabilities working in our organization. The inclusion of people with disabilities is ensured through the Americans with Disabilities Act. This law makes it mandatory for the organization for not discriminating people on the basis of their disabilities. This law has also enforced our company to make our office accessible for people with different kinds of impairments.

As United States is one of the most diverse country in the world, this law enforces organization for not discriminating people based on their cast, creed, race, or religion. Due to this law, our organization is not just diverse but it is pluralistic and meritocratic.

The Age Discrimination in Employment Act of 1967

This law bounds organization for not discriminating people above 40 on the basis of their age. Due to the enforcement of this law, myriad people above 40 are frequently hired in our organization if they have the required skill-set.

Significant Trends Affecting Organizations

A number of factors associated with the human capital affect the organization's efficiency. Due to the fast-paced globalization of the world, the organizations are now undergoing a cut-throat competition. This competition is not just restricted to business strategies but the organizations are now also in a lookout for best human resources. Attracting and retaining quality human resource is now a major challenge for organizations working in global fronts.

Diversity

If the diversity of people in an organization is used effectively, it can be a major capital for the organization and if it is not properly utilized, it can become a major hurdle. Few years back I used to work in a software house. The owners of the organization was always proud of the fact that people from various backgrounds were part of that organization. While this was the strength of the organization, but the same strength was a weakness numerous times. The workforce primarily comprised of American nationals, Indians, and Mexicans. At times, it was continuously observed the people from a specific nationality used to give undue favors to the people from the same nationality.

Aging Workforce

Post World War II, the birthrate at United States became unexpectedly high between the years 1946 to 1964, which are commonly known as baby boomers. It is expected that around 25% of the workforce of United States will comprise of old age individuals, who are above 55 years old (Ulrich &

Brockbank, 2005). This can be a serious threat to the future human resource demands. Currently in my organization, we are faced with a serious issue which related to this issue. The Age Discrimination in Employment Act bounds the organization not to discriminate based on age, but there are few situations where hiring a young person is the need of the position. Due to a major chunk of population belonging to the old-age, many people apply for positions that we aim for young individuals.

Skill Deficiency

Workplace Flexibility

Work Schedule

I would again quote the example of the Information Technology Company that I used to work. While the company was located in United States, but it has numerous offices in different parts of the world. Working in different countries required people to work in different shifts. People working in night shifts always complained that they miss important family functions due that are organized in night hours. The responded it by introducing the option of three shift exchanges per month. People had the three monthly options to exchange their shifts, if they have any important family or personal work.

Work Location

The second example of the flexibility in my previous organization is associated with the option of telecommunication for meetings. In our city, there was one monthly meeting that required people working in different branches to come to the head office. Since leaving the office to attend this specially monthly meeting took much time, so the company used to schedule

this meeting after working hours. This was a major problematic thing for the employees as it wasted their one-day, which they could have ideally given to their families. Responding to this issue, the organization changed its policy and instead of calling people in one location, they initiated the idea of video conferencing for conducting these meeting in business hours.

References

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