

# Implication of peter's principle on hr manager

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



Peter's Principle tends to give HR Manager excessive caution in the performance of their duty of promoting workers to higher levels. In this case HR Managers need to do proper assessment and engage their promotions based on merit. Promoting worker to a higher position means the worker should attain moreresponsibility. In this era of strategic human resource management (SHRM), a worker who is not competent can not be useful in contributing effectively to the organization strategic process.

Effective Human Resource Management practices are recognises as to enhance an organisation's competitive advantage by creating both costleadershipand differentiation. Today's competitive globalenvironmenthas made organisation maintaining a competitive advantage puts a premium on having a committed and competent workforce. Low-cost, high- quality products and services are a result of committed employees all working hard to produce the best products and provide the best services that they can at the lowest possible cost.

Thus, it is important that the Human Resource Managers are made to get in touch and be included in the organisation's strategic plan, since they have the wealth of experience in themotivationof the organisational workforce into putting their best in the attainment of the strategicgoalsof the organisation. Furthermore, the possession of information about human resource planning put the Human Resource Manager in a good position to partake in the strategic planning of the organisation.

For example, with the available information on human resource planning, this along side with the organisation strategy would bring the selecting of the

best human resource that would be in a better position to efficiently meet the organisation's goals. In this view, Sims (2002), has it that, As effective partners in helping organisations successfully achieve their goals, Human Resource Management managers need to have a clear understanding of exactly what are the organisation's strategies, and then they must ensure that their own efforts are consistent with provide support for those strategies.

To the extent that the Human Resource Management function is seen as a strategic partner and/or a centre of expertise, of course, its manager should also be actively involved in the formulation of corporate and business strategies as well as other functional strategies. Thus, Peter Principles has a significant effect on HR Managers in the decision they take concerning workers partnership to actualizing the corporate goals, and giving them the need to make such of information within their reach in making good decision on who to promote.

Furthermore, in situation where the HR Manager recognises incompetence in an official position, based on the Peter Principle, he/she is prompted to take a reactive action, by replacing such worker by competent staff or by giving the worker the needed training to make him perform better. A closer integration between top management goals and Human Resource Management practices helps to elicit and reward the types of behaviour necessary for achieving an organisation's strategy.

Thus, with the right information within the reach of the HR Manager better decisions are taking as to avoid incompetence, but to promote worker's

efficiency and effectiveness. Furthermore, the Peter's principle put HR Manager on their toe to recognize management changes and adapt new technique in their operation in executing their human resource functions. The ability of the HR Manager to operate in line with changes the industry will enable the organization workers are disposed to adapt to new changes in the industry and pattern of the organization's operations.

A key factor in the process of integrating strategic planning with Human Resource Management is ensuring that the Human Resource staffers recognise their roles as change agents and strategic business partners. " This becomes difficult to attain in a rapidly changing organisation where the lack of stability tends to leave people with the feeling that they are victims of change rather than champions of it. However, one key to creating a successful Human resource function is to organise the chaos caused by change" (Cipolla, 1996).

The human resources that are well developed are apt at managing changes that comes with uncertainties in their official capacity in strategy implementation. The manager in this scenario plays a prominent role in harnessing the organization's strategy alongside those objectives set to develop the workers who would be implementing the organization strategy, within the context of the environment in which the organization operates.

This task will be conducted effectively when the senior and middle managers are carried along in the planning process and the implementation processes of the change. Usually, the senior managers will play more roles in the planning process, while the middle managers, alongside the senior

managers, involve in the implementation process. It is germane to state here that the business environment in which contemporary HR manager operates requires them to do more effective planning.

Today's organisations need more than a traditional personnel model of Human Resource Management activities that simple involve putting out small fires like ensuring that people are paid on the right day, that the jobadvertisementmeet the newspaper deadline, that the same manager remembers to observe due process before, sacking the new rep who didn't work etc. the strategic Human resource management is now widely recognise where the Human Resource Management is seen as a strategic components is organisational management.

The Peter Principle in this instance, gives HR Manager the obligation of making the right decision through available information, and collaborating with line managers in order to make the right decision on who to promote to what higher position, and also having the right sense to take decisive action when incompetence is noticed in the workplace or in an official position.