

Dyson human resource management assignment

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



Continuous professional development is taken rigorously. Workers will be learning all the time, and there are many whose only job is training and development of others in the company. The managers are happy to set budget aside to send people to international conferences, courses, and industrial events. From this have gathered that Tyson have a keen interest in improving the skills of their workers and focus on motivation roles when training and courses for employees to go on.

This could suggest Tyson to have a soft HARM as it indicates that they believe that employees are the most important resource, which they have to be when it comes to research and development as the engineers and researchers of the business are the driving force behind Dagon's new products, designs and innovative ideas. According to McGregor Y theory, the leaders show innovation and imagination and are not just motivated by money but other things such as success, this has aspects shown from Tyson such as that the leaders have creative minds and thrive in innovation.

Also parts of Herrings theory can be seen such as the satisfiers being achievement e. . Creating a new product, growth and also recognition.

However Herbert also states that motivation is affected by hygiene factors being working conditions and co-worker relationships. After looking at many company reviews from Tyson employees have noticed the following issues appearing most, ' a rigid working culture', ' bad/ineffective management', ' company expanding too rapidly causing chaos' and ' poor performance reviews and bonuses'.

Many said that the managers do not communicate with workers enough and do not address the issues rising daily. This shows some aspects of hard human resource management such as poor appraisals and also possibly high staff turnover if employees are unhappy and do not feel they can work at Tyson any longer. Tyson faced was relocation of its production to Malaysia and Singapore in 2002 and thus laying off employees in United Kingdom.