

Pfeffer derived hr practices management essay

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



INTRODUCTION

A firm and an employee are mutually committed to each other towards their responsibilities to one another. A firm cannot be sustained if it is not aiming at its employee responsibility and a resource cannot be sustained in the firm if he or she is not feeling responsible towards the firm activities. Future group is a multi-tier industry focusing on different markets like food, retail, clothing, furniture, electronics and many more. Mr. Kishore Biyani founded the Future group in the year 1987 and it was incorporated under the name of Manz Wear Private Limited. It captured an individual market space for every industry and introduced a platform for every industry. The group companies include Big Bazaar, Food Bazaar, Pantaloons, Lifestyle, Westside and Electronic Bazaar (eZone). By diversifying in all areas, Future group has an extensive scope of managing man power with respect to the diversification in skills and abilities. As the founder of the Future group India stated that, for any resource, working with the group gives an opportunity to be a part of a family with a unique culture and beliefs. The current employee strength of Future group is about 36000 from a large section of social and economic divergence. Being nurtured with the employer, the employees of Future group ensures their passion and commitment to get the outstanding professional growth. The leadership in the retail sector takes the group to make some challenges and targets to their employees to achieve the correlative and sustainable development in the industry.

Pfeffer derived HR practices:

Jeffrey Pfeffer is the Professor of Organizational Behavior at the Graduate School of Business, Stanford University since 1979. He is the author or co-author of about thirteen books and all of them are focused on the relation between the human resources and the employer like people's power in the organization, advantages of the people with the organization and vice versa. The thirteen books including " The Human Equation, Building profits by Putting People First, Managing with Power, Politics and Influence in Organizations, The Knowing-Doing Gap, How Smart Companies Turn Knowledge Into Action, Hidden Value: How Great Companies Achieve Extraordinary Results with Ordinary People, Hard Facts, Dangerous Half-Truths, and Total Nonsense: Profiting from Evidence-Based Management, and What Were They Thinking? Unconventional Wisdom About Management". He wrote more than 120 articles and plenty of essays about human resource management topics. In 1998, Pfeffer thought of Effective management of people can produce substantially enhanced economic performance of the organization. These terms have been used to describe seven HR practices. They are Employment Security, Selective Recruitment, Self-managed teams (or) team working, High pay contingent on the company performance, Extensive training, Reduction of status differentials and Sharing of information. Let's have a detailed description of each practice ...

EMPLOYMENT SECURITY:

Provision of employment security gains the long standing commitment by the organization to its workforce and in converse to it; an employer that signals through word and deed that its employees are replaceable is not

likely to cause more fidelity, binder or readiness to pay great efforts for the organization benefits. This kind of commitment meets even in the face of momentarily measured demand, and many witnesses believe that as a result, trust between employees and the organization increased substantially. Providing people the relevant security is not an easy thing for an organization without knowing what they are intended to expect from them and hence they should take enough measures like caring and they should be selective in hiring them for the organization.

In practice with Future group:

Recommendations:

SELECTIVE RECRUITMENT:

For any organization to achieve the competitive success, providing security to its employees is not at all enough sufficient but choosing the right resources in a right way also play a vital role. Many researches showing that people stretching from machine operators, typists and welders to assembly workers - all in self-paced roles hence distinct job cultures mattered- resembles that most productive employees were about twice as good as the less productive. This can be considered as a key practice in the human resource management because for any organization, it is proved mandatory thing especially is their extensive screening of their employees include selecting people who were likely to be pro-union, people who could work best in the new environment, could learn, develop and grasp new things with less supervision. Selectivity can be done by choosing the deservedness, desire to succeed and the abilities to growth.

In practice with Future group:**Recommendations:**

SELF-MANAGED TEAMS or TEAM WORKING: To experience excellence in every sector, it is mandatory for an organization to take advantage of the power of people, who can capable of managing the tasks of their individual and innovatively. That always resembles the self-managed skills of the team to respond to the critical factors whenever they are in need. These sorts of skills from the employees reduce the complexity of managing tasks for the management. Self-managed skills of the employees include hiring, purchasing, job assignments and production - these will helps the management to reduce their working levels and they will experience the increases in both the profitability and safety.

In practice with Future group:**Recommendations:****HIGH PAY CONTINGENT ON THE COMPANY PERFORMANCE:**

It is mandatory to any firm to pay high wages and extra incentives for any outstanding employees; even it is hard enough to offer them high wages from the firm inventory, because they are the key elevators of the company profitability and the standards. Especially if the wages are higher than that of the typical market wages, employees can perceive the extra wages as the gift and work more dedicatedly. Offering the wages twice in a month also keeps the employees to dedicate to the work more effectively. Doubling their incentives may impact the special interest in the employees to expose their outstanding performance.

In practice with Future group:**Recommendations:****EXTENSIVE TRAINING:**

Managing plenty of resources with a less work can be a deficiency in the profitability factor of the form. To overcome these kinds of issues, the management needs to leverage the people with the required tasks by limiting the man power and to offer proper training to get the potential benefits from the existing resources. This can be termed as cross utilization and cross training mechanism in the multi-tier organizations. Diversification or change in the current job is one of the key dimensions that affect how people commit to their work. Diversification can make work life more ambitious and encouraging. Beyond its motivational effects, there is a chance of getting multiple jobs as the key benefits for the people.

In practice with Future group:**Recommendations:****REDUCTION OF STATUS DIFFERENTIALS:**

The key barrier to DE connecting decision making, using team working and producing employee commitment and coordination is the representation of moving people from each other. In extension, it is not a rare thing that a firm, which used to focus divergence in the team working, also focuses the status differentials. Although it is the competitive advantage through people, it can be a huge barrier for any kind of firm working with the teams. Although sometimes it is a highly difficult to an organization, they should reduce the status differentials for their promotional growth.

In practice with Future group:**Recommendations:****SHARING OF INFORMATION:**

Being the competitive advantageous, people working in the organization should know the information about what they are going to do to attain the things successful. But in usual, most of the organizations refuse to share the objective information to the employees considering it as their confidential factor and think that there must be a possibility of leaking the information to their competitors, when they realize the fact that the competitors are everywhere and the application and the implementation of the firm's objective makes the difference organization never hide the information at their employees which really help them growing bigger.