

Coca cola

Business, Management



Select a publicly traded company to research and evaluate its Human Resource (HR) and business strategy, HR department job positions, and ways it markets its company regarding human capital. Some company Websites that provide this information are listed below: Propose how you would ensure the HR strategy is in alignment with the business strategy. Human Resource systems in a business implement a variation of tasks such as selection, recruiting, retention, training, performance appraisals, compensation, and benefits.

In past times, the central part of the human resources sector was to bring about administrative work mostly related to the recruiting of qualified candidates for employment. However, over the earlier years human resources has converted from being an enabler to being tactical partner in business roles. Important strategic leverage points for human resource are planning, knowledge management, and talent. Human resources supports in providing knowledge management as a foundation of competitive advantage by the growth of organizations' brand, managing investors relationship, managing reputation and beliefs of an organization.

Describe the HR job positions and the responsibilities listed for that HR department. At Coca Cola human resources takes an essential position in safeguarding that only extremely skilled and educated employees are employed and retained. It offers a conducive atmosphere to recruits to empower them and develop an intellect of unity so that they can bring out their accountabilities in the most effective way. Human resource expresses objectives, tactics, guidelines, and programs for managing management in decision-making.

Since Coca Cola is a large international company it is not likely for the department to produce rules and procedures which are appropriate to all divisions; culturally, politically and other factors are taken into respect. The main human resource activities at Coca Cola comprise of job analysis and design. Job analysis is the development through which job requirements are evaluated in determining skillfulness requirements. It involves job description and job specification.

Although job description is the list of job responsibilities, tasks, working environment, and managerial responsibilities, whereas job specification is a list of prerequisites like schooling, work skills, character and others required for suitable fulfillment of duties listed in the job description. Determine which HR job positions you would prefer and explain why. The human resource tactic is formulated in line with business strategy by safeguarding that not just the up-to-date requirements are met but upcoming planning is complete for employing new workers.

The department projects changes in labor force requirement centered on changes in technology, growing productivity, and so forth. Classic roles at Coca Cola are: Employee Relations, Benefits Dept., Workplace & Support Services, Talent Acquisition & Development. However, all occupations are serious to the achievement of the company. Talent Acquisition & Development is relatively more important given the circumstance of the business. Employees are the main asset of the company.

As competition rises it becomes very important to hold existing talent and obtain new talent. For this talent development is very important. All workers are provided training at sporadic intervals to keep them abreasted with

latest up-to-the-minute in the company and also the industry. The Talent Acquisition method in the company was primarily resulting in varying value and high employing costs. Therefore, the method was readjusted to include individual plans to change from a human resource generalist model.

A corporate team with outer search knowledge was molded whose goal was to hire all the right individuals. As a result of the adjustment the quality of entrants improved, cost per hire went down, time to fill positions declined, and there were extraordinary profile converts from Senior Leadership. Analyze how the selected company can establish HRM strategies to improve competitive advantages. Human resource analysis of information can offer a business with a competitive advantage.

Using a method that can bring together and pile information, including the outcomes of employee testing and performance measures, human resource can determine the worker with the top performance score in a directed skill or determine who ought to be given a raise or retained in a strategic position. Comparable figures can be evaluated in human resource to determine how many workers are needed at customer service marks. Propose three (3) ways that the company can increase diversity. Diversity is well-defined as recognizing, accepting, and embracing dissimilarities in age, sex, class, physical and mental skills, origin, etc.

Due to globalization diversity problems are now becoming more central in establishments. To inspire diversity, establishments should learn to achieve diversity in the labor force. Managers should be prepared to transform the organization if needed to boost diversity. Establishments need to cultivate and implement continuous training to produce attentiveness among

workforce of between different people. Employees should be given the chance to work collectively in order to profit from the capabilities of each other.